



Graduate School of Coaching
 Certified Coach Training from CoachVille

Proficiency #03 Learning Guide

Elicits Greatness

Introduction

Elicits greatness

Who else is trained to be proficient in this, 24/7/365, but the Certified Coach? And, while it is true that few clients come to a coach and specifically ask that we bring out and develop this greatness, this is what we do naturally when we ask the client to think and act bigger, and by challenging the client to continually raise their own bar and standards.

1. Ask for higher standards.
 2. Ask for "absence of" something.
 3. Ask for a much bigger game.
- The key distinction is greatness vs success.

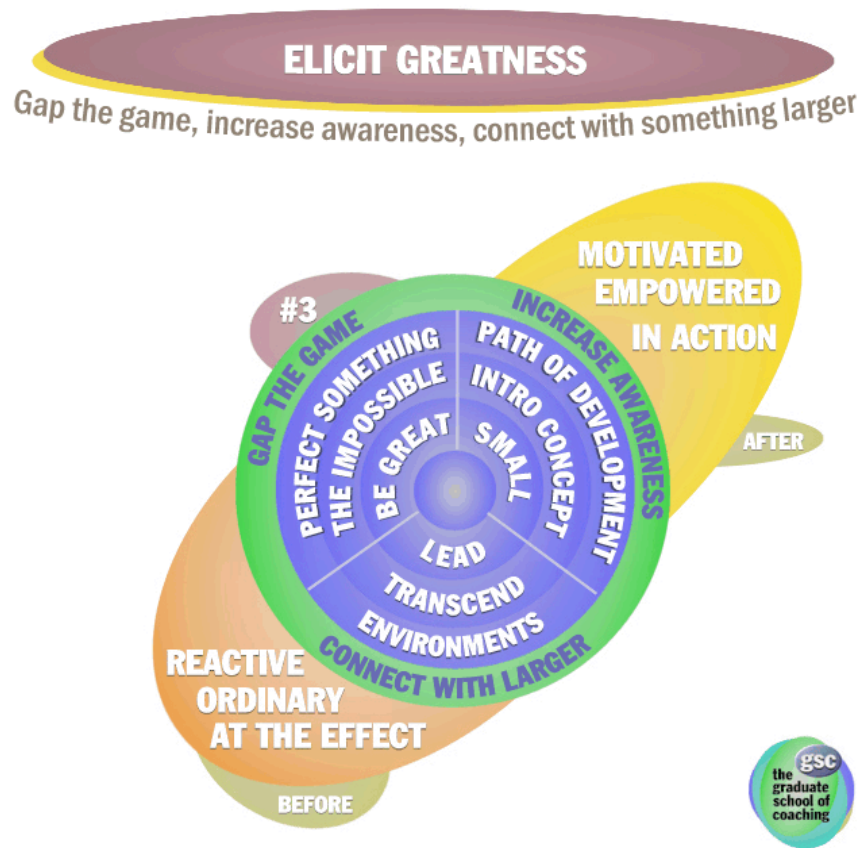
Learning Objectives

1. To understand what is meant by "Elicits Greatness".
2. To learn how to help your client recognize, embrace and value their own greatness.
3. To understand how using this proficiency with a client would benefit them and when it might not.
4. To understand the mistakes coaches make when eliciting greatness in their clients.

During the one-hour overview TeleClass, the instructor will cover the following...

1. The concept of "Elicits Greatness".
2. Illustrate with role plays how to engage the client in dialogue around this area.
3. Uses examples of questions that will help the client in this process.

What is the model for eliciting greatness?



What is meant by "Elicits Greatness"?

There is greatness in all of us.

1. The coach may be the only person to point out a client's greatness.
2. We are quick to point out faults or weaknesses in ourselves and others, but fail to point out the greatness.
3. A client's greatness may be sleeping, the coach awakens the client to their own potential.
4. After many years of wrestling with his "life purpose", Thomas Leonard decided to let go of the burden it imposed and began simply "to be great". Greatness without the ego.

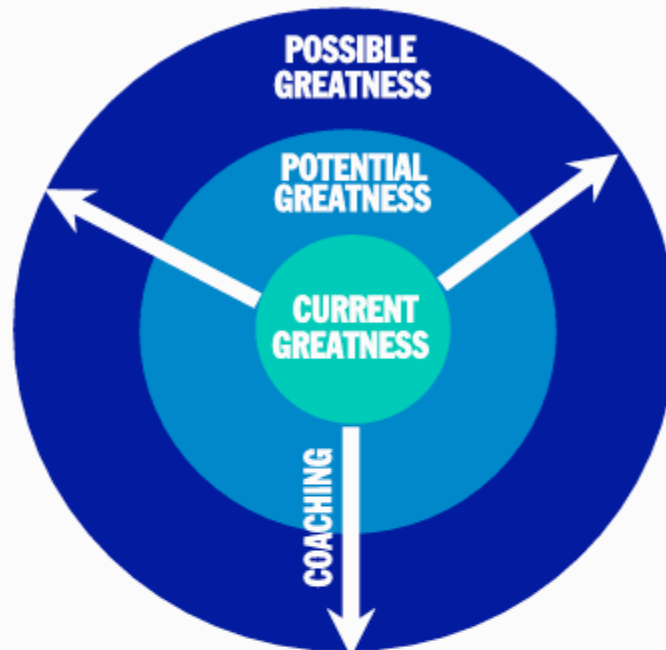
What can blind the client to their own greatness?

1. False modesty, or a sense of inadequacy.
2. Confusion about the term or how to do it. Sometimes the client will put legacy in front of greatness, not realizing that legacy is a by-product of greatness.
3. Family expectations that they be "normal", not great.

What are the general truths about Greatness?

1. Greatness is a natural state.
2. Anyone can enter this state.
3. A coach is often the catalyst for this experience.
4. Greatness affords a lifetime of achievement.
5. We are all at a certain level of greatness already.

#3. Elicit Greatness



We're all at a certain level of greatness. And we can usually see the next available level. What a coach does is to help you reach that next level (potential greatness) and point out the level beyond that (possible greatness). As a client enters/experiences increases states of greatness, their self-perception increases; so can/does their performance.

© 2002 by coachville.com. license required for use.



How do you know when you need to elicit greatness from your client?

1. The client is playing too small.
2. The client isn't fully engaged in the game.
3. The client is being ordinary.
4. The client is reacting to circumstances, at the effect, rather than responding to possibilities.

How do you know when you have elicited greatness from your client?

1. The client becomes entirely self-motivated.
2. The client rises above the current situation.
3. The client feels empowered, and feels in charge of their own destiny.
4. The client is in action on things that are big to them.
5. The client sees possibilities where previously they did not.

How do you use this Proficiency when working with your client?

Gap the game - ask your client for much higher standards.

- 1. Ask them to perfect something.**
- 2. Invite them to take on the "impossible".**
- 3. Be great yourself and invite them to join you.**

Key points:

1. When a person has higher standards they feel proud of themselves.
2. These higher standards refer to the individual rather than to the outcome.
3. If you notice your client doing sloppy work, or making a half-hearted attempt, challenge them to set their standards higher.
4. Questions which will provoke your client to set higher standards:
 - a. How high do your standards need to be before you can feel proud of yourself?
 - b. Is it time to raise your standards in this area?
 - c. If you raise your standards wouldn't that solve your problem?
 - d. What standard, if raised, would solve that problem forever?

Increase their awareness - ask for "absence of" something.

- 1. Introduce the Paths of Development**
- 2. Introduce the concept of Greatness.**
- 3. Absence being small.**

Key points:

1. Ask your client to let go of those things which are holding them down: distractions, over-complicated life, overly committed, lack of boundaries, etc.
2. Help your client raise their awareness about what's holding them back.
3. Questions to help your client become more aware of this issue:
 - a. We're built to be great, what's holding you down?
 - b. What's in the way, what's the block?
 - c. What is distracting you?
 - d. What's holding you back?
 - e. What's important to you, but that is fundamentally keeping you from greatness?

Help them connect with something larger - ask for a much bigger game.

- 1. Coach them to design environments for greatness.**
- 2. Help them transcend their smallness.**
- 3. Lead them, and invite them to lead themselves.**

Key points:

1. Your client may have a current goal that they can support and be comfortable with even though they are built for a much bigger game.
2. Thinking bigger may disrupt their routine, their priorities, their lives - help them prepare for this and transform it.
3. People have a certain set point, or governor, or glass ceiling to what they think they can accomplish.
4. Invite your client to consider playing a bigger game, it's not a demand or request. Just ask them if they are interested, and most will respond to the challenge.
5. You may ask for a bigger game from clients who have a history of accomplishment but who are built to do more, much more. Not just "could" do more, but BUILT to do more. Could=potential, built=capable.
6. The coach often plants a seed which may not sprout until later and make a long-term, lasting difference.
7. Examples of a bigger game:
 - a. A perfect life.
 - b. Financial independence.
 - c. Orient around your gifts.
 - d. Inspired living.
 - e. Your passion is your work.
8. Questions you can use with your client to ask for a bigger game:
 - a. How would this look if it were bigger, much bigger?
 - b. How did you pick that number?
 - c. I get this feeling that you're built for a bigger game. Do you?

- d. What would make you #1 in that area?
- e. Is that level of play going to inspire you?
- f. How big is big, how far could you go with this?

What are the 12 ways to elicit greatness from your client?

How to elicit greatness

Introduce concept of greatness



Ask client to define greatness



Suggest the impossible



Ask client to perfect something



Ask client to transcend something



Point to a higher POD state



Point out a smallness



Introduce notion of leadership



Ask client to self-inspire



Ask client for greatness



Design challenging environments



Reconnect client to past greatness



© 2002 by the Graduate School of Coaching
Licensed use only

How will eliciting greatness from your clients make you a better coach?

1. You exceed your client's expectations by bringing out the best in them.
2. Planting the seed of greatness can make a profound difference in your client's

life, now, or in the future.

3. The conversation around greatness will lead you to be a model of greatness in your business.

What mistakes do coaches make in eliciting greatness?

Most common mistakes

1. Protecting the client by holding them back to your level. (called playing God with your client.)
2. The coach holds the client back because the coach cannot deal with the consequences of so large a shift.
3. The coach pushes too hard.
4. The timing is off. The client is built for a bigger game, but now is not the right time.
5. The coach is in this for a vicarious thrill.
6. Questions to test whether or not your client is ready:
 - a. How hard would you like me to push you in this area?
 - b. I see this as vital to your long term future. When can we talk about it again? (very sophisticated skill).
7. Judging the client or doubting their abilities.

A solution to the problem of pushing too hard.

1. Instead of pushing your client to greatness, lead them to be self-inspired.
2. Self-inspired means being inspired by the game, not about being inspired by yourself or your coach.
3. Self inspiration often occurs when the game is longer than their lifetime.
4. Ask - what's the project that would continue for generations beyond your own life?
5. This shift brings freedom around the project, making the client's load lighter.
6. Invite them to self-discover.

What are the 12 Phases of Personal Development?

THE 12 PHASES OF PERSONAL DEVELOPMENT



Other Resources

a. The 3 Generators of Client Value | [here](#)

b. The 5-Element CoachVille Coaching System | [here](#)

*instructions for downloading MP3 file [here](#).

copyright 2002 by schoolofcoaching.com. no duplication.