

## *Coaching Notes for Session 01*

### ***Step 01: Share the Dream Purpose***

Clarify focus on the BIG Dream

Coaching always begins with the players' desire to pursue a meaningful Dream. In this part of the process the coach and player identify what the dream is, what experiences want to be co-created, what success looks like, why the dream is being pursued, how the dream expresses what matters most to the player and how to bring the Spirit of Play into the pursuit.

The key is to find the dream that is worth playing for; A dream that is connected to the players purpose, values and what the player truly wants out of life; A dream that will have an impact on the lives of others in some way.

All coaching begins with desire! This truism must get into your heart, soul, bones and anywhere else it needs to be! Coaching is only possible when the player / client / coachee (from now on we will use "Player") has the desire to play better. So the very first thing you must do in any coaching situation is confirm and clarify the desire – we call it the dream worth playing for.

Interestingly, this is often a challenging part of the coaching method because most people are not very clear about what they want to accomplish or more importantly WHY they want to accomplish it. They do things for all sorts of reasons that don't stand up to even the most superficial inquiry. In this part of the method the coach makes sure that the player has a strong desire and a clear purpose.

### **Clarify Focus – why it is so important**

Few people will hire a coach to support them in doing something that they can easily do on their own. So, the dream at hand is probably a combination of: new, challenging, requires new skills, is especially meaningful and is possibly something they have tried and failed to accomplish alone. In other words, they are going to have to face some challenges; possibly make some significant changes, take risks, and probably have to face their own limitations (real or imagined) along the way.

To do this requires fuel or energy. The energy is going to come from their desire.

### **The purpose of Sharing the Dream**

- 1) Clarify the name of the dream
- 2) Define the purpose (the BIG WHY) of the dream and what success looks like

- 3) Get a feel for your players desire to pursue this dream
- 4) **MAKE SURE** that this dream is truly worth playing for, worth playing better and worthy of coaching.
- 5) Bring the spirit of play into it. Since your player most likely has an Industrial Age mindset, you will have to really emphasize the idea of bringing fun and play into it.

### **Is their desire deep enough to do what it will take to succeed?**

This is what you need to figure out as early as possible in the relationship.

Why is this so important to you? **Because you want to coach people who are going to succeed / WIN!** You don't earn a great reputation as an effective coach by coaching people who don't make it; or who give up before they reach the objective. Yes, some will and some won't, but it is important to have a strong feeling about your player before you go too far.

### **Fundamentally there are four reasons why we pursue dreams in life:**

1. To accomplish specific things
2. To become a better player
3. To become a BIGGER person
4. To improve our situation / status
5. To enjoy the moments experienced while living the dream

In this conversation we will help our player clarify items for each of the first three reasons. We will encourage them to enjoy living the dream all along so we don't need to define that one here.

### **One final point about Sharing the Dream**

#### **Develop your players' capacity to speak in "Play Language".**

A BIG part of becoming a "Sought After Coach" for people is shifting them into Play Language. As we have discussed, most people in the Western Culture at least, are work-centric. We work at everything from career, to business, to community and we even work at our relationships and our golf game. Often the work-centric life is disconnected and joyless.

Inspiring – even challenging – people to **PLAY** in the areas of life that matter to them is a real gift. And it is a transition that can take some time and encouragement.

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The key is the use of Play language. As children, we play naturally. As we age, however, we must transition from “free-form” play to what we call SERIOUS PLAY. To engage in serious play, you need to learn Play Pattern Language. For many people it will seem similar to learning a foreign language at first.

We are using the phrases: “playing for your dream” and “worth playing” as a part of our **play pattern language**. However you can start your conversations with other pattern languages if you like and ease into play language over time. For example: Meaningful Objective or Important Goal are commonly used and understood by most people.

As long as you are consistent in your use of Play Language, they will eventually catch on and start speaking it themselves. Why? Because deep down EVERYONE wants to play, be creative and be joyful in every area of life. Most people have gotten really blocked about this and part of your purpose is to unblock them. This is often an amazing source of transformation!

A little encouragement / observation for you: if you are still a little stuck about playing in every area of life then you will tend to attract players you are stuck in this area too.

Don't be alarmed. Just notice what you are seeing in the mirror (your player) and remain persistent in your own quest to be a player in life.

We just think that playing a game worth playing has more life to it and is powerful because people already know that a coach can help them play better.

## Coaching Practice

### Coach Prep

Here you will practice a conversation with a potential new player by getting right into a profound coaching conversation about the dream they are playing for and why they are playing for it.

### *What does a GREAT player expect from a Coach?*

- 1) The ability to find the spirit of PLAY in every activity and make the experience fun.
- 2) The ability to teach them how to play better by helping them learn, practice and refine the skills needed to pursue their DREAM
- 3) Help them fulfill their dream on their own terms.
- 4) The ability to guide them with an effective personalized game plan.
- 5) The ability to evaluate the results of their actions to facilitate development and learning.
- 6) You must be able to celebrate successes in a way that expands awareness and

7) Debrief losses/fails in a way that promotes growth and restores their desire to get back into the pursuit of their DREAM.

8) Solid knowledge of the pursuit and a clear method for guiding them to the results they desire.

9) Your players trust you to have a way of doing things that is reliable, consistent and grounded in experience.

### IMPORTANT NOTE:

In many coaching theories and schools of thought, knowledge of the “endeavor” is grossly overlooked, even dismissed. Not here. We know that your knowledge, wisdom and experience is one of your greatest assets as a coach and in this program we show you how to refine it and leverage it for the maximum benefit of your players / clients.

We will help you put this together in this program.

### ***The Power of Play Language***

You have heard the phrase *Abera Ca Dabera*.

It was used by the great escape artist Harry Houdini and became the classic incantation for magicians. It is from the Aramaic language and means: "I Create As I Speak"

You have the power to speak your game to life in this program using the Language of Play.

Language is powerful. Using play language can literally transform your life and the lives of every person that you coach. Truly.

We assert that "Play Language" is the natural language of coaching because the fundamental purpose of coaching is to "Play Better".

It is also important to know that every game has its own language patterns: like business, romance and basketball all have their own phrases with deep meaning for players of the game that you will have to know in order to coach that game.

You may be uncomfortable with Play Language right now and that is OK. We will talk about it.

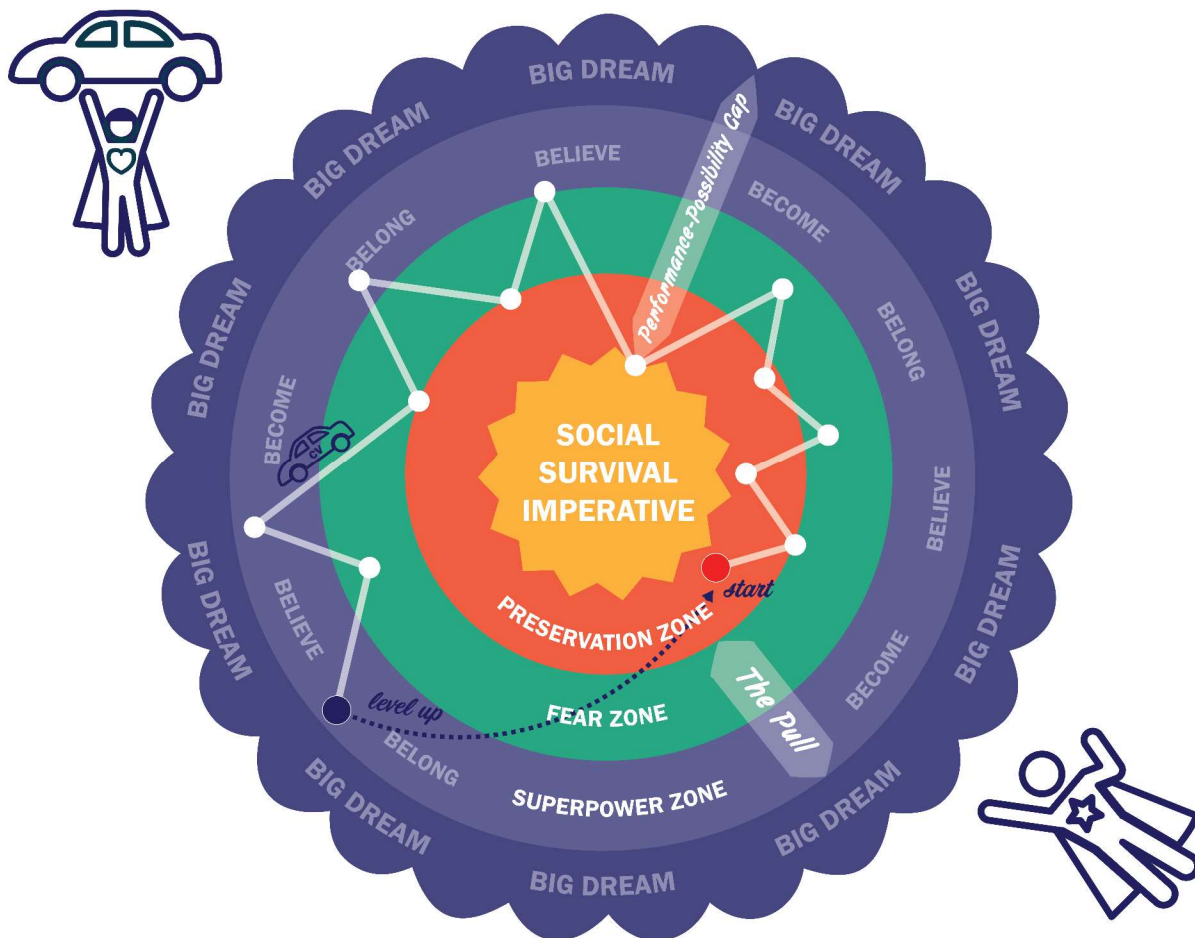
**In just about every session we discuss how to talk like a coach by using play language patterns**

**vs. talking like a friend; a manager; a counselor; a therapist**

## *The Human Journey with a Coach*

### The Human Journey with a Coach

The Social Survival Imperative pulls the player in. The BIG DREAM pulls the player out.



The Coach guides the Player through an adventure from the Preservation Zone, through the Fear Zone, and into the Superpower Zone. Notice it is NOT a straight line!

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>> { When you see this mark, this line if from the coaching dialogue.}

Everything else is a comment about what to look for in this step of the method.

The first step of the method is found on the top row of the play sheet and has three elements:

1. Name the Dream
2. The Purpose / Values of the Dream; The BIG WHY.

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## 3. Bring in the spirit of play.

In this conversation you will get a feel for these three elements and more through a series of conversations.

### 1) WELCOME

>> "Thanks so much for doing this with me. I really appreciate your time and I can't wait to see what we discover together."

>> **ASK:** Are you ready to get started?

>> "OK. Let's go.

You can change this part to a welcome message that feels good to you. BUT... keep it short!

>> 2) We are going to talk about pursuing your DREAM...

>> I say DREAM rather than goal for example because I want you to bring your vision and imagination into it.

>> **Ask:** What would you say YOUR big DREAM is right now?

>>> **Ask:** *How will pursuing this dream create a life of self-expression and purpose?*

>>> **Ask:** *How will pursuing this dream change lives for the better?*

At the start of the conversation you just want to capture the basic idea of their dream. As the conversation unfolds the focus of the dream may change.

Sometimes, as you dig into the purpose behind the dream, the player will realize that the dream is something completely different than they first imagined.

If you are good with words, it is fun if you come up with a catchy phrase. But don't get hung up on that. "Bill builds a business", will do just fine to get the conversation started.

This part of the conversation is an open ended exploration – you are just getting to know your player (or getting to know them in a new way)

The deeper questions let your player know that you are "serious about play"! That your idea of a dream is something with a deep meaning and purpose in their life.

Here you want to get a sense of the players' BIG VISION or big dream. Talking these desired experiences will probably be great fun for your player so spend a few minutes on this topic. Ask clarifying questions to get a good picture of it.

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While you talk about this you will hear things that will help you hone in on the specific objectives that you will define later.

**>>3) Ask:** What are some of the experiences you want to create as you pursue your dream?

**>>> Ask:** *What would playing at an elite level look like?*

Living a dream or Pursuing a dream is all about creating rewarding experiences.

Another way to explore this topic is  
“I live for the moments when \_\_\_\_\_”

Whether your player enjoys the framework of Performance Art, Game or Quest... you want to find out their picture of being “Elite”.

**>>4) Ask:** What are some activities of “your DREAM” that you would like to play better?

**>>> Ask:** What are some of the challenges you are facing in your pursuit?

Here we want to get into some of the down to earth experiences of living this dream and get a sense of how your player is doing in the pursuit right now.

Talking about the challenges of the game will open up the conversation.

Challenges are what make a game interesting and fun so this will be a recurring conversation in your relationship.

**>> 5) What are the Superpowers that you want to express or develop as you pursue this dream?**

A recurring theme of the Play Life Method is about unleashing your players’ Superpowers.

A Superpower is energy or ability that is practiced until it is capable of BIG Impact.

**>>6) Ask:** What would it mean for your life if you fulfilled this dream on your own terms?

**>>(Big Outcomes) FIND the BIGGER WHY**



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## >> *Examples: Financial Freedom; Self-Expression*

Often this conversation is wide ranging and you may find yourself writing notes and then condensing what you learn onto a few key words on the play sheet.

This section is crucial to the success of your coaching relationship.

Here you really need to probe! You have to get to them to express what this really means to them on a personal level.

You can dig deeper. For example:

**Ask:** “So if you did fulfill this dream the way you have described, what would that mean to you personally?”

**Ask:** “How would it impact the other areas of your life?”

**Ask:** “What is the real opportunity for you here?”

**Ask:** “There are many things that a person with your talent could do in life. Why do you want to do this?”

**Say:** “The reason I am asking these deep questions here is that I can only coach you if you have a deep desire to play better. So basically I need to get a feel for how committed to this you really are and WHY you are committed. When the going gets tough, we are going to tap into this desire.”

You will notice that most people have a hard time articulating what playing well will really mean to them. They mostly will want to talk about it in terms of what it will mean to others.

This is common and you may have to push a little bit here. It is important that you get at least a little taste of their personal reasons.

If it is creating struggle in the conversation, back off and make a note to yourself on the play sheet. This will come up later because folks you struggle with defining personal value often have inner conflicts with winning and accomplishing.

When you are satisfied that your player has a real desire to play this game, then you can move on to the next part of the conversation.

## >> 7) *Ask:* How could you bring the spirit of play into it?

Get creative here.

## >> A few extra questions you can ask...

>> **Ask:** is there an experiment where you can try something new?



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- >>Ask: is there a place you can allow yourself to be a beginner and NOT KNOW
- >>Ask: Is there a part of the game you can practice to pursue mastery
- >>Ask: is there a way to make it more fun
- >>Ask: Can you find a way to create a reward for getting results

Here you challenge them to be creative and curious.

This is so important because you need to start to break the pattern of “WORKING” on everything.

**There are 2 versions of step 8.**

**If you know you are going to coach the player use 8A.**

**If you are in an exploratory session skip to 8B**

## **8A) Wrap Up your Share Your Dream Conversation**

>>Say: You have a big game here that I think you can win and I look forward to coaching you!

**It is a good idea to finish the session with a challenge.**

>>Say: “OK, this is a good place for us to wrap up this session. Next time, we are going to delve deeper into your situation and start designing your ways to PLAY.”

>>Say: “My challenge for you between now and then is to think about your specific objectives to play for in the next three months. And consider the deeper purpose you have for pursuing this dream.

>>Say: “Can you do that?”

Wait for them to say: “YES!”

## **8B) The moment of truth { Do you want to coach this player?**

**Coach, you have to “check in with yourself; do you want to coach this person?”**

**If no, Say:** Thank you this has been a fun conversation. I wish you luck in living your dream!

**If yes...**

>>Say: I think you have a beautiful dream here that I believe I can help you play it!

>>Ask: Would you like to be one of my players?

>>Say: I am putting together a team of players to coach while I participate in the Play Life program at CoachVille.

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I am offering... **Fill in Your Offer Here...**

**>>Say:** Great! Next time, we are going to delve deeper into your situation and start designing your ways to PLAY.”

**>>Say:** “My challenge for you between now and then is to think about your specific objectives to play for in the next three months. And consider the deeper purpose you have for pursuing this dream.

**>>Say:** “Can you do that?”

Wait for them to say: “YES!”

This part of the conversation depends a lot on how you set it up.

If you are talking with someone where there is a presumed “yes” because of your existing relationship with them you can confirm that they want to move ahead.

If you are talking with someone where you don’t know them at all or don’t know them well then this part is more of a dance where you really don’t know what will happen. That is kind of fun too!

## How to Wrap Up the Share Your Dream Conversation

It is VERY important that you end every coaching session with a specific challenge (or challenges) for your player for the time between sessions. The “Challenge” and the support you provide them to meet the challenge is the fabric of the coaching relationship.

### The importance of giving a challenge

Essentially this is the way coaching happens. You challenge your player to do certain things and then you observe what happens. With every challenge you learn a little more about who they are, what they can do and where they need to improve. It really is fun.