



Quick Summary:

BIG Idea: Coaching is the act of helping another person or team to play better and win on their own terms. As we move beyond the Industrial Age of Work into the Creative Age of Play more and more people are yearning to Play a BIG Game in Life. They need a great coach to do that. They need YOU!

This month you will practice Coaching Proficiency #2: Reveals the Client to Themselves. The more aware a player is of his/her YOUNique abilities, values and limitations the better choices they make in the games of their lives.

Capture Coach Power: Study the ideas, pictures and posters for Revealing the Client to Themselves and then make a plan to have revealing conversations with your players, colleagues, team mates, friends, family ... ANYONE with a BIG GAME worth playing.

Game Action: The game action is to have 21 coaching conversations where you Reveal the Client (aka player) to Themselves. This may happen naturally in a coaching conversation. OR you may want to make a plan to have specific revealing conversations with people you know. Another possibility is to choose one thing you enjoy revealing – like personal values – and have that conversation with 21 people.

BIG WIN: The BIG WIN in Coach Power is when your player sends you a letter (or voicemail, email, FB or text) of thanks regarding the benefit or breakthrough of the coaching session.

Quick Game Plan to Capture COACH POWER

- 1) Find the Fun!
- 2) Study Coaching Proficiency #2: Reveals the Client to Themselves
- 3) Your game action for Coach POWER – The 21-Day Reveals the Client to Themselves Challenge
- 4) The BIG WIN for Coach Power
- 5) Share on your game card AND Collect 5 Point!!! YES!



1) Find the Fun!

Helping others create success is FUN!- When you can share what you know and/or ask just the right questions to spark a discovery experience for another person, it is SUPER FUN!

The Pursuit of Greatness is fun – at its core, coaching is about the Pursuit of Human Greatness. When you guide another person as they willingly face and overcome BIG challenges, you are providing REAL coaching. REAL Coaching is fun.

Creating Awareness is fun! – People love to be seen and know for who they really are. This is what happens when you reveal their gifts and values. They also like to SEE something that has been blocking their progress – though it does not always feel fun in the precise moment of discovery.

Transformations from worker to player

Industrial Work Mindset (the old way)...	Spirit of Play Mindset (the new way)...
Do your own work! If you help others that is cheating. (we all learned this lesson in Industrial Age School)	Humans are collaborative creatures. We are at our best when we are helping others.
If you need the help of others you are weak. You are not “pulling your own weight”.	True Greatness is never achieved alone. By allowing yourself to be coached you accelerate your growth AND create a fulfilling opportunity for the person coaching you! Being coached is an act of generosity!
Self-Awareness is not necessary! Just do your job.	The more aware you are of your younique gifts, values and limitations the more empowered you become to choose wisely and play powerfully.

How this makes you a better coach

1. Lift Limitations

Point out their assumptions. Offer different frameworks. Identify what "tethers" them to their current results.

2. Identify Core Elements

Reveal elements of their personality. Point out what is motivating them. Help them see what their values are and how they are impacting their results.

3. Expand the possibilities

Ask them what their mission or vision is? Help them identify all their resources. Surface up, or point out, what their gifts are.

2) Study Coaching Proficiency #1: Reveals the Client to Themselves

Reveals the Client to Themselves

The more aware anyone is, the better choices they can make for themselves. Part of what Certified Coaches do with players is to help them discover their gifts, talents, wants, values, needs and dreams, as



well as come to understand what motivates and inspires them. The result? A well-informed player, quickly moving forward on their path of self-awareness.

Examples:

1. Point to their unseen gifts/secret aspirations.
 2. Help them see their way of thinking/paradigm.
 3. Help to identify their sources of motivation/energy.
- The key distinction is awareness vs. information.

What is meant by "Reveals the client to themselves?"

Clients are often oblivious as to:

1. Who they are.

They are unaware of their talents, strengths, the secret aspirations, which drive them forward, and the unseen "gifts" they give others. Gifts can include:

- a. Talents and abilities - music, arts, science, sports, etc.
- b. Personality traits - happy, kind, stimulating, calm, resilient, etc.
- c. Character - wisdom, strength, integrity, compassion, etc.

2. Where they are coming from.

The paradigms that condition the way they perceive the world and its obstacles and opportunities. Paradigms are beliefs about reality so powerful that they filter all incoming information and discard anything that is contrary. i.e.:

- a. Life is a struggle
- b. If I ask for what I want I will be rejected
- c. Coach training takes 3 years
- d. Americans will never buy small cars
- e. All male ballet dancers are gay

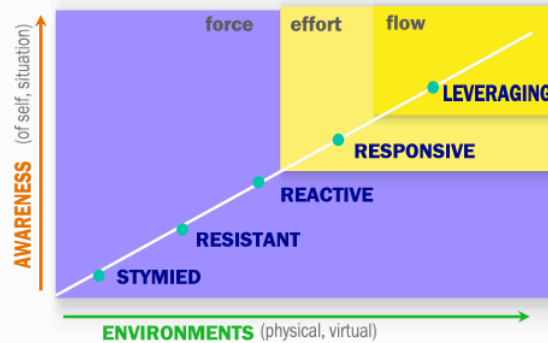
3. How they operate.

Their sources of personal energy, how they are motivated in both positive and negative ways. Sources of energy include:

- a. drama/conflict, the "saga".
- b. adrenaline.
- c. Winning, #1, victorious.
- d. need to be right.
- e. hope, joy, harmony.
- f. unmet needs.
- g. anger, hate, jealousy.
- h. need to serve.



#2. Reveal Client To Themselves



As you increase the client's awareness and understanding of who they are and what they are facing, and help them to perfect their environments, the client can -- and wants too -- see it all, and make the most of it/them. Until then, resistance/reactiveness is experienced.

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REVEAL CLIENT TO THEMSELVES

Lift limitations, expand possibility, identify core elements



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What is worth revealing?

Frameworks/assumptions



A pattern



Unrecognized gifts



Sources of energy/motivators



Personality type/DISC



Unmet personal needs



Areas of irresponsibility



Mission/Vision



Personal values



Cultural tethers/limits



Underutilized resources



Secret aspirations/dreams



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The game is to have 21 Reveal the Client to Themselves Conversations where you use one of the 12 ideas from the “What is worth revealing” Poster. Many of these conversations will happen naturally as you get into the game, but you may have to intentionally start a few of them to get started.

Use the chart below to get started.

Remember: A “Revealing” conversation can happen anytime you identify a core element of who they are, shine a light on a limitation or expand possibilities.

Remember too,

Most people are unaware of their gifts. You may have to point them out!

Most people are unaware of their limiting frameworks. You may have to point them out!

Most people are unaware of their possibilities and resources. You may have to point them out!

A person you know	“Reveal the Client to Themselves” Conversation Idea
1	
2	
3	
4	
5	

DONE!! You are now ready for the Coaching Challenge: Engage in 21 Reveal the Client to Themselves Conversations this month!

3) Your Game Action for COACH Power

The 21-Day Reveals the Client to Themselves Challenge

All you have to do is have at least one REVEALING conversation every day for 21 Days. HAH! OK, that is a bit harder than it sounds. You may notice that you shy away from truly revealing conversations and talk about the familiar things. The benefit of this challenge is to step out of your comfort zone while you are in conversations; this is the path to masterful coaching. As a Coach you have to be ready to expand awareness with people at a moment’s notice!

A few ways you can approach this challenge:

1) Look at the poster and choose a few favorites and make a plan! Choose a few of your favorite things to reveal that will expand awareness for people you generally talk with. You could put together a few ideas for Unrecognized gifts, Unmet personal needs or Underutilized resources. Or ask people what is the ONE Personal Vision they will play for this year.

2) Look at the poster and choose one “What is worth revealing” and really dive into it. For example you could choose Personal Values. Then find your favorite Personal Values tool (or create one) and then use it with everyone you know this month. Become a Personal Values expert in your community! How fun!



4) The BIG WIN for Coach Power

Happens when your player sends you a note of acknowledgement about the value of the Coaching Conversation! The note can come in any form such as a voicemail, email, text, or facebook post; as long as it is a distinct acknowledgement.

So if they thank you for the insight during the coaching conversation, ASK THEM to send you a note of some kind to acknowledge what happened. It's good for you and it is actually better for the player too to document a new awareness.

In the game you can record up to 7 of these for points. When you share a Big Win on your game card include some or all of what the said to you. (Make sure to maintain confidentiality for the individuals involved)

5) Share on your game card and collect 5 points. YES!



Step 1: Click through to your game card.

Look for the Power Booster section –
(Find the Red Button with the Rocket!)

Find the **COACH POWER** badge.



You will see the game card description...

*I just captured **COACH POWER** by LEARNING how to
Reveal the Client to Themselves. Whoa! Here is what I
am most excited about...*




Click on the SHARE button in the right column.



A text entry window will appear.

Complete this statement on your game card by sharing how you will approach this specific challenge.



	<p>Get your FB friends cheering you on! (optional)</p>  <p>Under the share box you will see the Facebook login button and “Share On Facebook” button.</p> <p>If you share on Facebook you earn +1 Bonus point in your total score.</p>
	<p>Step 2: Scroll down the game card to find the Game Action section (The Blue Button with the player reaching for the star)</p> <p>Look for the COACH POWER Badge.</p> <p>After you complete your Challenge Activity in your REAL LIFE each day, update your Game Card to share about what you did.</p> <p><i>I just made progress in my 21-Day COACH CHALLENGE by Revealing a client to themselves! Here is what happened...</i></p>  <p>Click the SHARE button</p> <p>Remember to share with the intention to inspire. Share about what was revealed and what you learned in the process.</p> <p>Each time you share about your game activity you earn points. And another SHARE button pops up for you to use the next time you complete this activity.</p>
	<p>Step 3: Scroll down the Game Card to the BIG WINS section (The Green Button with the hand holding the trophy)</p> <p>Look for the COACH POWER Badge.</p> <p>When you receive an acknowledgement from one of your players about a “Revealing” conversation you earn BIG WIN points.</p> <p><i>I just received a “WOW” (aka acknowledgment) from one of my players and scored a BIG WIN in my COACH CHALLENGE. Here are my highlights...</i></p>  <p>Click the SHARE button</p>



The 12 Primary Sources of Energy

