

# Basic Coaching Super Powers and Skills Playbook

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## **Coaching Practice for Session #1 : Bigger Why – “Belonging”**

### **Coach Prep**

This may come as a surprise, but simply asking the questions in the outline can be life-changing for your player. And while going with the flow of the questions, look for opportunities to co-create a life changing conversation using these 3 “Super Powers”:

### **#1) Bigger Why – Share Your Purpose**

The questions will naturally focus the conversation on purpose, so look for opportunities to highlight where their purpose and your purpose are shared.

### **#2) Permission – Control->Influence->Vulnerable**

As you delve into each inquiry you will have insights and observations pop into your awareness that will influence the conversation. The KEY is to ASK Permission before you share them. eg. “I have an observation about this, can I share it with you?”, “I just had an insight while you were talking, may I share it with you?”. Wait for them to say “Yes”, before you share.

When you share something from your “gut” that is an example of being vulnerable Coach Approach Leader. After you share, let go of the need “to be right”; your player may or may not resonate with what you shared.

### **#3) Judgment-Free Awareness**

If you notice your player going into judgment about their situation, ask permission and then gently share what you observed.

If you notice yourself going into judgment when your player is sharing with thoughts such as: “Oh that’s bad”, or “Oh, that is not a big deal”, call “time out”! Ask permission, and then share what you are thinking. THEN... let it go!

This is GREAT practice.

## **How to use this outline when you are coaching.**

1. The questions are a guide so you can focus on being the coach within each question; rather than trying to think of what to ask next.
2. Follow the outline! BUT don’t treat it as a race to ask all the questions before you run out of time.
3. As you talk with your player about each question, allow your intuition to pop with insights and follow up questions. BUT don’t go too far down a “bunny trail”. Follow your intuition for a few minutes and then move to the next question.
4. Stay on track and stay loose at the same time.

**SUPER IMPORTANT: When you are the player, do NOT read the outline. Pretend you don’t know what the questions are and just BE a player with a coach.**

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## The Dialogue Outline – The Game + The Bigger Why

### 1) WELCOME

**Say:** "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:** Do I have your permission to be your coach today? Are you ready to get started?

{wait for them to say, YES} "OK. Let's go."

### 2) The Game

**Say:** If you looked at your life as a game...

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

*Possible follow up question...*

> **Ask:** How will playing this game create a life of self-expression and purpose for you?

### 3) Define Winning

**Ask:** What does winning look like for you in this game?

*Possible follow up question...*

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

### 4) The Bigger Why

**Ask:** What would it mean for your life if you won this game on your own terms?

(AKA FIND the BIGGER WHY)

> Examples: Financial Freedom; Self-Expression

*A few extra questions you can ask...*

**Ask:** So if you did win this game the way you have described, what would that mean to you personally?

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

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**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 to it. When the going gets tough, we are going to tap into this desire."

## 5) Start your game design

**Say:** In our next session we are going to get into the details of your game.

**Ask:** For the week ahead what is the primary result you want to create?

**Ask:** What are some actions you will take to create this result?

**Ask:** How can you bring the spirit of play into the actions?

## 6) Wrap Up

**Say:** "OK, this is a good place for us to wrap up this session.

**Say:** "My challenge for you between now and next week is to play for your result and notice your reactions to challenges as they come up.

**Say:** "Can you do that?"

Wait for them to say: "YES!"

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## **\*\* A walk through the dialogue with Coaches Notes \*\***

>> { When you see this mark, this line is from the coaching dialogue.}  
Everything else is a comment about what to look for in this step of the coaching outline.

### **1) WELCOME**

>> **Say:** "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:** Do I have your permission to be your coach today? Are you ready to get started?

{wait for them to say, YES} "OK. Let's go.

### **2) The Game**

>> **Say:** If you looked at your life as a game...

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

*Possible follow up question...*

>> > **Ask:** How will playing this game create a life of self-expression and purpose for you?

Getting into game language right away is essential! It creates a "pattern interrupt" from other conversations and puts you and the other the player into "coach mode".

At the start of the conversation you just want to capture the basic idea of their game. As the conversation unfolds the concept of the game may change. Sometimes, as you dig into the purpose of the game, the player will realize that the game 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 to name the game. 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 question lets your player know that you are "serious about play"; That your idea of a game is something with a deep meaning and purpose in their life.

### **3) Define Winning**

>> **Ask:** What does winning look like for you in this game?

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*Possible follow up question...*

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

Here you want to get a sense of the players' BIG VISION or big dream. Talking about it 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.

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

## 4) The Bigger Why

**>> Ask: What would it mean for your life if you won this game on your own terms?**  
(AKA FIND the BIGGER WHY)

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

*A few extra questions you can ask...*

**>> Ask:** *So if you did win this game the way you have described, what would that mean to you personally?*

Here your player will share many things. DO NOT feel like you need to remember it all or write it all down. Do try to capture the key words and phrases.

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. This is their BIGGER WHY!

You can dig deeper. For example:

**Ask:** "So if you did win this game 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 to it. When the going gets tough, we are going to tap into this desire."

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You will notice that most people have a hard time articulating what playing the game and winning 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. This will come up later because folks who 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.

## 5) Start your game design

**>> Say: In our next session we are going to get into the details of your game.**

**>> Ask: For the week ahead what is the primary result you want to create?**

**>> Ask:** What are some actions you will take to create this result?

Game design is super fun but also super challenging in the beginning; mostly because we have been so indoctrinated into worker mindset and project mentality.

So at this point just do your best with your current understanding of games, results and actions.

The key distinction is a Result is something that happens in the world "as a result of" the actions. The result is something that you cannot control but you can influence.

**>> Ask:** How can you bring the spirit of play into the actions?

Get creative here.

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

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

**>> Ask:** is there a way to make it more fun

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.

## 6) Wrap Up

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.

**>> Say:** "My challenge for you between now and next week is to play for your result and notice your reactions to challenges as they come up.

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>> **Say:** "Can you do that?"

>> Wait for them to say: "YES!"

## **The importance of giving a challenge**

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.

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.

Creating an appropriate challenge for your player takes creativity and gets easier with experience.