



COACHING Proficiencies



Coaching Guides



CoachVille Center for Coaching Mastery
We are the champions of dreams!

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Welcome. On behalf of the entire CV Team, I want to welcome you to the Coaching Proficiencies program.

This is the book of “Coaching Guides for your Coaching Proficiencies class.

Learning how to coach is a lot like learning how to play a musical instrument WITH the intention to play in an improvisational jazz group with other musicians.

Using this metaphor, these coaching guides are “the songs”. Learning the music provides a structure for learning the instrument and getting into the feeling of music.

After LOTS and LOTS of practice, you become masterful with the instrument, the feeling of the music is in your blood and you can “just play the songs” with other musicians without putting your attention them.

When you first start coaching, just follow the guides. Metaphorically speaking, you will be able to create pleasing music and hopefully continue to fuel your desire to pursue mastery. And then one day you will write your own songs!

Before you use the Guide with a player read it over many times. Read it out loud a few times. Get a feeling for the words, the questions, the ideas and the flow of the conversation.

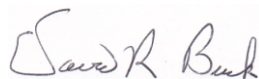
Using these coaching guides you will create a great experience for your players AND you will learn the Coaching Proficiencies, Coaching Framework and the Superpower Zone path to personal growth.

NOTE: if you have done our Coaching Superpowers Class, you will notice that these guides are very similar but with a few added elements.

In this book of coaching guides:

- The Exploratory Session with a potential player
- Session 1: The BIG Dream (OR The BIG Dream Refresh for an ongoing player)
- Session 2: Experiences (Plan – Play – Grow Technique)
- Session 3: Develop (Play Together with Role Play Technique)
- Session 4: Awareness (Play Together with a Pivotal Moment Technique)
- Session 5: Results (Play Together with Transformational Play)
- Session 6: Belonging (Co-Create Awareness Technique)

Enjoy every moment...



Coach Dave Buck and the CV Team!

Great Coaching Will Transform Our World



Exploratory Session with a Potential Player

1) Introduction

SAY: "Thanks so much for doing this exploratory conversation with me. I really appreciate your time and I can't wait to see what we discover together. This conversation will take about 20-30 minutes.

ASK: Are you ready to go?

{Coach: wait for them to say: YES}

SAY: "OK. Let's go. So as I mentioned I am participating in a Life Coaching Training program and they are really big on looking at business, career and life as a playing for your dream; my role as the coach is to help you pursue your dream, step into new experiences and grow outside of your comfort zone."

2) Discover their dream

ASK: If you looked at your life / business / career as living your dream; as playing for your dream...What would you say your big dream is right now?

{Coach: listen and ask any curious questions that pop up for you}

3) Find the Gap

SAY: Coaching is always about the pursuit of playing better. It can be stepping out of your comfort zone to do some new actions or to develop some new skills. There may be some new experiences or results that you want to create.

ASK: What are some ways that you would like to play better right now?

{Coach: listen and **AVOID AVOID AVOID** offering solutions!!

Ask any curious or clarifying questions that pop up for you}

SAY: When you play for your Dream we want to describe the epic drama where you face big challenges on your adventure.

ASK: Describe some of the challenges you see. These can be inner challenges or outer challenges.

Coach: Listen and amplify the drama; make the pursuit of the dream sound like an epic adventure.

AVOID: saying anything to minimize the challenges. Let the challenges seem BIG.

IMPORTANT: Share thoughts about how it will be fun to face these challenges **TOGETHER!!**

4) Explore their Superpowers

SAY: As we play for your dream I want to help you express your unique abilities and develop your superpowers to face the challenges.

ASK: What would you say are some of your unique abilities or Superpower potential that we can develop together over the next 6 weeks?

Coach: This is just to set a tone and get them thinking about having Superpowers. They may not know what they are.

Listen and ask any curious questions that pop up for you; but this is NOT the time to go DEEP on this topic. That will come later.}

5) Moment of choice

{Coach: Here you have to choose! Do you have a good connection with this person? Does something about them intrigue you as a learning opportunity for you?}

If YOU are a “YES”:

SAY: I love your Dream and I think we could have great success together.

ASK: Would you like to be one of my players?

If they say “yes”, move on to #6A. If not, skip to 6B.

If YOU are a “no”, skip to 6B.

6A) Confirm the commitment

SAY: Excellent. I just want to confirm that you are committing to meet with me for about 30 minutes each week. If we can't do a session one week for some reason, we will make it up the next week.

ASK: Are you good with that?

{Coach: wait for them to say: YES}

SAY: Let's get our first few sessions on the calendar now.

{get your first 2 sessions set up in your calendar for as soon as possible after the start date for the program}

6B) If either of you say “no”: thank them for their time.

SAY: I have learned a lot from this conversation. Thank you. But I don't think we are a good match for coaching together. Thanks so much for your time today!

Coaching Session 1: The BIG DREAM (for a new player)

Note to coach there are 2 versions of this session. One for a new player; A slightly different version if you are coaching a player for a 2nd 6-week program.

Be aware of opportunities to use these Proficiencies:

- Elicits Greatness (#3)
- Engages in Provocative Conversations (#1)
- Enjoys the Player Immensely (#4)

WELCOME (and permission to coach)

1) WELCOME

SAY: "I am really excited about coaching with you. I can't wait to see what we co-create 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."

COACHING PLAN

2) EXPLORE THE BIG DREAM

SAY: We started talking about your Big Dream in our exploratory conversation.

SAY: Today we will go a little deeper into it and maybe you have had some new insights since our last conversation...

ASK: Share with me again how you would describe your BIG Dream right now?

{This is a Provocative Question: BIG and Personal; Decline to focus on "problems"}

{Coach: listen and ask any curious questions that pop up for you}

ASK: What would it mean for your life if you were able to live this dream?

{This is a Provocative Question: BIG and Personal; Decline to focus on "problems"}

{Coach: listen. This is a question to find out about their purpose AKA Bigger Why; person-focused exploration}

ASK: What is the opportunity for you to live and express some of your values / What you CARE most about?

{This is an Enjoy Your Player Immensely Question}

{Coach: listen. This is a question to find out about what they value; person-focused exploration}

PRACTICE / PLAY TOGETHER

3) EXPLORE THE PERFORMANCE POSSIBILITY GAP

SAY: In our exploratory session we spoke about your Superpowers and your Challenges. Let's go a little deeper into them.

ASK: What are some of your unique abilities that you really want to focus on playing with and developing into Superpowers over the next few weeks?

{This is an Elicits Greatness Question}

{Coach: listen. It is OK if they are not too clear about this; person-focused exploration}

SAY: The reason I am asking these deep questions here is to get the feeling of your heart's desire. This is a hero's journey so there will be some challenges!

ASK: What are your thoughts about the challenges?

{Coach: listen then if you have an idea ASK PERMISSION TO SHARE;
Then Share what your imagination is seeing as possible challenges}

SAY: Next we are going to start talking about actions and experiences. And we want to create a gap that we can play with together between how you are playing now and how you imagine being able to play.

ASK: What would playing at an elite level look like for you?

{This is an Elicits Greatness Question}

{Coach: listen then if you have an idea ASK PERMISSION TO SHARE;
Then Share what your imagination is seeing as an elite level}

SAY: One of the coaching techniques I am using is called: Plan – Play – Grow.

SAY: So each week we will create a play plan. Then you will go and play for your dream and then we will explore what happened and the growth opportunities. In our next session we are going to get into the details of playing for your dream.

ASK: For this week what are some actions you will take to play for your dream?

{Coach: listen then if you have an idea... ASK PERMISSION TO SHARE;
Then Share an action you see that might fit for them... WITHOUT attachment!!}

SAY: We want playing for your Dream to be a FUN adventure. Let's co-create some ways you can bring the spirit of play into your actions.

ASK: Do you have any ideas?

{This is an Enjoy Your Player Immensely Time}

{Coach: listen first. Then ASK PERMISSION.

Then share any ideas popping into your mind in the moment.

IMPORTANT: when playing with ideas the key is to let your imagination flow AND allow what you say to be a spark for the player. It is not about coming up with the right answers. }

GROWTH MODE

4) GROWTH MODE

SAY: "OK, this is a good time to switch into growth mode"

ASK: "What did you learn about playing for your dream (your situation) today?"

{Coach: listen

ASK: "What did you learn about yourself and your potential superpowers in this session?"

{Coach: listen

SAY: "Can I share an observation?"

{Coach: share an observation about your player's superpower potential and the pursuit of their dream.

ASK: "How do you feel about your clarity of your Dream and Action Opportunities?"

{Coach: listen and share}

PLAY PLAN (the days ahead)

5) PLAY PLAN THE DAYS AHEAD

SAY: "OK, let's make sure we have a Play Plan..."

ASK: "How can you use what you learned in our session in the days ahead?"

{Coach: listen

ASK: "What are the actions (or perspectives) you will focus on?"

{Coach: listen

ASK: "How will you keep our play plan alive between now and our next session?"

{Coach: listen their need for support or structure}

SAY: "My challenge for you between now and next week is to bring the spirit of play to as many of your actions and experiences as you can."

ASK: "Can you do that?"

Wait for them to SAY: "YES!"

SAY: "Can I share an observation?"

Share a supportive observation about the player's progress in the session}

6) ENDING

SAY: "Great! Have a great week of play. Talk to you soon"

NOTE: if you want to stay connected with them via text or email, you can confirm those details with them.

ALTERNATE ENDING

SAY: "Great! Please keep me tuned in to your progress by email during the week (or text or however you choose). I want to hear from you. OK? Have a great week of play. Talk to you soon"

Coaching Session 1 v2: The BIG DREAM Refresh (for an ongoing player)

Be aware of opportunities to use these Proficiencies:

- Elicits Greatness (#3)
- Engages in Provocative Conversations (#1)
- Enjoys the Player Immensely (#4)

WELCOME (and permission to coach)

1) WELCOME

SAY: "I am happy to be back with you."

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.

COACHING PLAN

2) EXPLORE THE BIG DREAM

SAY: We are half way through our 12 week series! So we are going to do a refresh on your BIG DREAM.

ASK: What have you discovered about your BIG Dream so far?

{Coach: listen and ask any curious questions that pop up for you}

{This is a Provocative Question: BIG and Personal}

ASK: Share with me any changes you have made in how you are talking about your dream?

{Coach: listen. ASK PERMISSION; Add any changes that you have observed.}

ASK: Let's talk about your Superpowers. How do you want to level up your Superpowers in the next 5 weeks?

{This is an Elicits Greatness Question}

{Coach: listen. ASK PERMISSION and then share your vision for them}

PRACTICE / PLAY TOGETHER

3) EXPLORE THE PERFORMANCE POSSIBILITY GAP

SAY: Next we are going to review some of your actions and experiences to see how far we have travelled in the Performance Possibility Gap.

ASK: How are you playing better now than 6 weeks ago?

{Coach: listen then if you have an idea ASK PERMISSION TO SHARE;
Then Share how you have observed them playing better}

ASK: Remember we are talking about Relating for Influence, Exploring for Visibility, Creating for Expression and Experimenting for Change... What would playing at an next level look like for you?

{This is an Elicits Greatness Question}

{Coach: listen then if you have an idea ASK PERMISSION TO SHARE;
Then Share what your imagination sees is their NEXT level}

ASK: For this week what are some new actions you want to explore to play for your dream in each of the 4 categories?

{Coach: listen then if you have an idea... ASK PERMISSION TO SHARE;
Then Share an action you see as new possible actions... WITHOUT attachment!!}

SAY: : Let's go through this play plan and co-create some ways you can bring the spirit of play into your actions.

{This is an Enjoy Your Player Immensely Time}

{Coach: walk through the list and co-create together... have fun...

IMPORTANT: when playing with ideas the key is to let your imagination flow AND allow what you say to be a spark for the player. It is not about coming up with the right answers. }

ASK: What have you enjoyed the most so far in playing for your Dream?

{Coach: listen }

ASK: Can I share what I have enjoyed the most?

{Wait for permission; The TELL THEM what you enjoy about them and /or their dream}

{This is an Enjoy Your Player Immensely Time}

GROWTH MODE

4) GROWTH MODE

SAY: "OK, this is a good time to switch into growth mode"

ASK: "What did you learn about playing for your dream (your situation) today?"

{Coach: listen

ASK: "What did you learn about yourself and your potential superpowers in this session?"

{Coach: listen

SAY: "Can I share an observation?"

{Coach: share an observation about your player's superpower potential and the pursuit of their dream.

ASK: "How do you feel about your clarity of your Dream and Action Opportunities?"

{Coach: listen and share}

PLAY PLAN (the days ahead)

5) *PLAY PLAN THE DAYS AHEAD*

SAY: “OK, let’s make sure we have a Play Plan...

ASK: “How can you use what you learned in our session in the days ahead?

{Coach: listen

ASK: “What are the actions (or perspectives) you will focus on?

{Coach: listen

ASK: “Do you want to try anything new in how you keep our play plan alive between now and our next session?

{Coach: listen for their need for support and / or structure}

SAY: “Can I share an observation?”

SAY: {Share a supportive observation about the player’s progress in the session}

6) **ENDING**

SAY: “Great! Have a great week of play. Talk to you soon”

NOTE: if you want to stay connected with them via text or email, you can confirm those details with them.

ALTERNATE ENDING

SAY: “Great! Please keep me tuned in to your progress by email during the week (or text or however you choose). I want to hear from you. OK? Have a great week of play. Talk to you soon”

Coaching Session 2: Experiences

Featuring: Plan-Play-Grow Technique

Be aware of opportunities to use these Proficiencies:

- Expands the Players Best Efforts (#5)
- Hones In On What Is Most Important (#8)
- Plays First (#16)

WELCOME (and permission to coach)

1) WELCOME

SAY: I am really happy to be with you."

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.

COACHING PLAN

2) EXPLORE THE BIG DREAM

SAY: We talked about your BIG Dream in our last session. I am going to ask you to share your dream with me in each session.

ASK: Share with me how you describe your BIG Dream now?

{Coach: listen and ask any curious questions that pop up for you}

ASK: What do you want to celebrate with me?

{Coach: listen and amplify}

ASK: What were some of the actions and results? What happened or didn't happen?

{Coach: listen. It is important that they know that you care about how they play each week}

PRACTICE / PLAY TOGETHER

3) EXPERIENCES (ACTIONS) EXPLORE THE PERFORMANCE POSSIBILITY GAP

SAY: Today we are going to explore Performance Possibility Gap and talk about ways that you can play bigger and better for your dream using the Plan – Play – Grow technique. Each week we will co-create a plan. Then you will go out and play for your dream. Then together we will see how your experiences created growth.

R) RESULTS!

SAY: First we are going to talk about results. In the Play Mindset a result is when something happens in the world "as a result" of your actions. So this isn't the action part, this is "what you want to have happen in the world" while you pursue your dream. Another way to think about it is that "the World" is other people.

ASK: *What are some of the bigger results that you want to co-create as part of playing for your dream?*

{This is a Expands the Players Best Efforts Question}

ASK: *What is the impact you want to have on other people through this result?*

A) **ACTIONS!**

ASK: *What are the recurring actions that you will do to PLAY for the results you desire?*

{This is a Plays First Question}

ASK: *Which action is most important to you right now?*

{This is a Hones in on what is most important question}

SAY: *Last session we talked a little bit about your Superpowers for BIG impact.*

ASK: *How will this action call upon or develop your Superpowers?*

{This is an Expands the Players Best Efforts Question}

{Coach: If you are noticing a player ability or quality that they are not saying, YOU can offer it as an observation. **ASK FOR PERMISSION** first}

C) **CHALLENGES!**

ASK: *What is the most important challenge that you expect to face by playing for these results?*

{This is a Hones in on What is most important question}

SAY: *Let's co-create some ways you can bring the spirit of play to your challenges.*

ASK: *Do you have any ideas?*

{This is a Plays First AND Expands the Players Best Efforts Questions}

{Coach: listen first. Then ASK permission. Then share any ideas popping into your mind in the moment. **IMPORTANT:** when playing with ideas the key is to let your imagination flow AND allow what you say to be a spark for the player. It is not about coming up with the right answers. }

ASK: *What Superpowers will these challenges evoke?*

{Coach: If you are noticing a superpower/challenge that they are not saying, YOU can offer it as an observation. **ASK FOR PERMISSION** first}

GROWTH MODE

4) **GROWTH MODE**

SAY: *"OK, this is a good time to switch into growth mode"*

ASK: *How do you think you will grow by facing these challenges?*

{Coach: If you are noticing a growth opportunity, YOU can offer it as an observation. **ASK FOR PERMISSION** first}

ASK: *"What did you learn about playing for your dream (your situation) today?"*

{Coach: listen

ASK: *"What did you learn about yourself and your potential superpowers in this session?"*

{Coach: listen

SAY: “Can I share an observation?”

{Coach: share an observation about your player’s superpower potential and the pursuit of their dream.

ASK: “How do you feel about your clarity of your Dream and Action Opportunities?”

{Coach: listen and share}

PLAY PLAN (the days ahead)

5) PLAY PLAN THE DAYS AHEAD

SAY: “OK, let’s make sure we have a Play Plan...”

ASK: “How can you use what you discovered in our session in the days ahead?”

{Coach: listen

ASK: “What are the actions (or perspectives) you will focus on?”

{Coach: listen

ASK: “How will you keep our play plan alive between now and our next session?”

{Coach: listen their need for support or structure}

SAY: “Remember to bring the spirit of play to as many of your actions and experiences as you can.

ASK: “Can you do that?”

Wait for them to SAY: “YES!”

SAY: {Share a supportive observation about the player’s progress in the session}

6) ENDING

SAY: “Great! Have a great week of play. Talk to you soon”

NOTE: if you want to stay connected with them via text or email, you can confirm those details with them.

ALTERNATE ENDING

SAY: “Great! Please keep me tuned in to your progress by email during the week (or text or however you choose). I want to hear from you. OK? Have a great week of play. Talk to you soon”

Coaching Session 3: Develop

Featuring Role Play Technique

Be aware of opportunities to use these Proficiencies:

- Enters New Territories (#12)
- Navigates via Curiosity (#6)
- Relishes Truth (#13)

WELCOME (and permission to coach)

1) WELCOME

SAY: "I am really happy to be back with you."

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.

COACHING PLAN

2) EXPLORE THE BIG DREAM

SAY: Great! Today we are going to take a BIG step toward playing better for your dream by role playing a pivotal conversation. We will get to that in a moment. Before we do that...

ASK: As we do each session....Share with me how you describe your BIG Dream now?

{Coach: listen and ask any curious questions that pop up for you}

ASK: What do you want to celebrate with me?

ASK: : Share with me any insights you had about playing for your Dream last week?

{Coach: listen and ask any curious questions that pop up for you;

ESPECIALLY listen for anything that sounds like a conversation that you could role play}

ASK: What were some of the actions and results? What happened or didn't happen?

{Coach: listen. It is important that they know that you care about how they play each week}

{There could be a Relishes Truth opportunity in there.}

{Look for conversations to role play}

PRACTICE / PLAY TOGETHER

3) PLAY TOGETHER WITH CO-CREATE AWARENESS

ASK: What was the most interesting challenge you faced and what did you discover about your Superpowers?

{Coach: listen and ask any curious questions that pop up for you;
ESPECIALLY listen for anything that sounds like a conversation that you could role play}

ASK: *What is the greater truth about the purpose of this challenge in your life right now?*

This is a **Relishes Truth** question; You can offer your perspective as well.

4) PRACTICE TOGETHER WITH A ROLE PLAY

SAY: *Today we will play together by doing a role play of a pivotal conversation in your Dream*

This is an **Enters New Territories** Activity

{Coach: Most people don't think much about Role Playing conversations. So if they don't have any ideas it is up to you to suggest something from what they have shared about their dream.
If together you can come up with anything, Role Play introducing themselves at a social or networking event. Or sharing their dream with someone they have hesitated sharing with.}

4.1) Define the Situation

ASK: *Let's think of a conversation that we can practice right now. Any ideas?*

ASK: *What is the result or influence that you want in this conversation?*

4.2) Define the Role

ASK: *Who am I playing? Please describe the person's general characteristics in 30 seconds.*

ASK: *What is the person's point of view toward the subject?*

4.3) Advanced Prep (Optional)

{This is an **Enters New Territory** Question; You can suggest something!}

ASK: *What is a new approach or perspective that you want to play with in this Role Play?*

ASK: *What are your Superpowers for Influence that we can practice with?*

4.4) Practice / Play Together

Jump into the Role Play for a few minutes. Remember... It's PLAY!!

4.5) Call Time Out!

4.6) Level up

Share your observations!

ASK: *How am I doing playing the role? Do I need to refine anything?*

ASK: *Is there a new approach you want to try?*

Repeat 4 and 5

4.4) Practice Again

**Jump back into the Role Play for a few minutes.
Consider adding a twist to what you are doing.**

As many times as necessary until you feel your player has confidence for the conversation.

4.5) *FinalTime Out!*

4.7) *Debrief*

ASK: *What are your insights from this practice?*

Coach: here is an opportunity for **Relishes Truth** about your players' abilities or limitations

Share A truth that you observed... with great gusto>

GROWTH MODE

5) *GROWTH MODE*

SAY: *"OK, this is a good time to switch into growth mode"*

ASK: *How did you grow from this practice?*

{Coach: If you are noticing a growth opportunity... A New Territory, YOU can offer it as an observation. ASK FOR PERMISSION first}

ASK: *"What did you learn about playing for your dream (your situation) today?"*

{Coach: listen

ASK: *"What did you learn about yourself and your potential superpowers in this session?"*

{Coach: listen

SAY: *"Can I share an observation?"*

{Coach: share an observation about your player's superpower potential and the pursuit of their dream.

ASK: *"How do you feel about your progress toward playing better for your Dream?"*

{Coach: listen and share}

PLAY PLAN (the days ahead)

6) *PLAY PLAN THE DAYS AHEAD*

SAY: *"OK, let's make sure we have a Play Plan..."*

ASK: *"How can you use what you discovered in our session in the days ahead?"*

{Coach: listen

ASK: *"What are the actions (or perspectives) you will focus on?"*

{Coach: listen

SAY: *"Bring the spirit of play to as many of your actions and experiences as you can."*

ASK: *"Can you do that?"*

Wait for them to SAY: "YES!"

SAY: {Share a supportive observation about the player's progress in the session}

7) ENDING

SAY: *“Great! Have a great week of play. Talk to you soon”*

NOTE: if you want to stay connected with them via text or email, you can confirm those details with them.

ALTERNATE ENDING

SAY: *“Great! Please keep me tuned in to your progress by email during the week (or text or however you choose). I want to hear from you. OK? Have a great week of play. Talk to you soon”*

Coaching Session 4: Awareness

Featuring Pivotal Moment Technique

Featuring the Co-Create Awareness Technique (Abera Ca Dabera)

Be aware of opportunities to use these Proficiencies:

- Reveals the Player To Themselves (#2)
- Shares What Is There (#10)
- Recognizes the Perfection in Every Situation (#7)

WELCOME (and permission to coach)

1) WELCOME

SAY: "I am really excited about coaching with you. I can't wait to see what we co-create 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.

COACHING PLAN

2) EXPLORE THE BIG DREAM

SAY: Great! Today we are going to take another BIG step toward playing better for your dream by playing with a pivotal moment. We will get to that in a moment. Before we do that...

{Any of these questions could present you with an opportunity to ask permission and then **Share what is there.**}

ASK: As we do each session....Share with me how you describe your BIG Dream now?

{Coach: listen and ask any curious questions that pop up for you}

ASK: What do you want to celebrate with me?

ASK: Share with me any insights you had about playing for your Dream last week?

{Coach: listen and ask any questions that pop up for you;
ESPECIALLY listen for anything that sounds like a pivotal moment to play with}

SAY: Let's do a quick check-in on how you played.

ASK: What were some of the actions and results? What happened or didn't happen?

{Coach: listen. It is important that they know that you care about how they play each week}
{Look for situations to do the Pivotal Moment Technique}

PRACTICE / PLAY TOGETHER

3) PLAY TOGETHER WITH CO-CREATE AWARENESS TECHNIQUE

ASK: What was the most interesting **challenge** you faced and what did you discover about your Superpowers?

{Coach: listen and ask any curious questions that pop up for you;
ESPECIALLY listen for anything that sounds like a pivotal moment}}

ASK: How is this **challenge** serving you in pursuit of your dream?

{This is a Recognizes Perfection Question}

You can offer your perspective as well.

4) PRACTICE TOGETHER WITH A PIVOTAL MOMENT TECHNIQUE

{This is a Reveals the Player to Themselves Technique}

Say: Next we will practice together with a Pivotal Moment.

4.0) Choose and define the Pivotal Moment

SAY: A Pivotal Moment is a situation where you are resisting an action that you want to do or your dream is asking you to do; Or a situation where you are experiencing doubt, fear, stress, overwhelm, frustration or hesitation; Any ideas?

{Coach: This may be obvious from what you already talked about.
Or you may **share what is there** to guide them toward a specific situation.}

SAY: OK let's make sure we are clear about the action and the intention.

ASK: The activity that we are playing with is **X** (**say the action**)?
And when you do **X** (**the action**), what is your intended result?

{Listen: It is important that you are both clear about the action and the intended result.}

4.1) Preplay the Pivotal Moment

Action Layer

SAY: We are going to use a visualization technique called: "PREplay the Moment" to explore your thoughts, emotions and physical sensations. You can either remember a recent time or imagine a future time. Either way is OK.

Ensure a Safe Space

{**Coach Note:** Make sure they are in an environment where it is safe to close their eyes for a few moments. Eg. Not driving. Not in a busy public place. Not watching something on the stove top. Not chopping vegetables.}

ASK: Are you in a place where you can safely close your eyes?

Assuming they say yes...

Start the Visualization

SAY: Close your eyes, breath naturally, and take a few moments to put yourself in the scene.

ASK: Can you describe the scene for me?

{Coach Note: Listen carefully and get into the moment with them.

Coach Note: Make sure you can “see” it with them based on what they are describing.}

Coach Note: Some people are more fluid with visualization than others. Let them dictate the level of detail they describe.

4.2) Review Reactions with Judgment-Free Awareness

Thought Layer

*SAY: It is very important that you **maintain judgment-free awareness** during this exercise. You need to imagine that we are both looking at this situation as interested and caring yet detached observers. This will help us expand awareness more easily.*

ASK: Do you notice any thoughts going through your mind? What are they?

SAY: Take your time. Continue to see yourself in the scene while being curious about everything that is going through your mind in the moment.

{Coach Note: Just wait and listen}

Feeling Layer

SAY: Now I want you to scan your body for physical sensations from the top of your head down to your waist. Scan slowly and remain open. Check into your throat, chest, gut...

ASK: What sensations do you notice in your body in the moment?

CHOOSE A OR B

A = They don't notice a physical sensation.

B = They DO notice a physical sensation

A) They don't notice a physical sensation

SAY: That is OK. The key is to get in the practice of paying attention to your body.

SAY: Often emotional energy in the body is VERY subtle like a buzzing or tingling sensation or pressure. I want you to really quiet your mind and feel your body: check your gut, your solar plexus, your heart, your throat, your back, your shoulders, your head, a general feeling all around you.

{Wait a few moments; Stay quiet. Stay certain that they can do it. Give them time to get into the experience.}

ASK: Do you notice any physical sensations?

If they DO go to B)

If they still don't notice any physical sensations

SAY: That is OK. This technique takes some practice.

{Skip to 4.4}

B) They DO notice a physical sensation}

SAY: I acknowledge your courage for noticing and feeling the sensation!

IF they mention more than one body sensation...

ASK: Which sensation is most intense?

{Let them answer to choose which sensation to focus on}

3b) Feel the Energy (Allow it to be there)

SAY: Bring your full attention to the physical sensation. Feel into it as deeply as you can. ...{pause}... You may notice some emotions coming up. Just let them pass for now and focus on the physical sensation.

ASK: Does the feeling have a shape?

ASK: Does the feeling have a color?

ASK: Does the feeling have a temperature?

Be very affirming and open to whatever IS there.

SAY: OK, now all you need to do is just allow yourself to feel that {temp/color/shape} energy for 30 seconds. Just welcome it, allow it to be there and feel into it as deeply as you can.

ASK: Do you think you can do that?

{Wait for the "yes"}

SAY: OK, I will time you. I will be here if you want to SAY anything.

For 30 seconds. Here we go.

at 15 seconds quietly SAY: keep going

at 30 seconds quietly SAY: excellent. You did it.

ASK: What was that experience like? Did anything come up for you?

{If your player has a "Memory Pop"}

Often while FEELING physical sensations your player will have a memory POP of an earlier moment in life. This is because the physical sensations ARE memories! Here is what you do...

{Just listen! Don't judge the memory or try to fix anything}

4.4) Scan for Body Beliefs

Feeling Layer

SAY: Now let's try to name the self-preservation wisdom in what you are experiencing.

ASK: Fill in the blank of this statement: It's not safe for me to... fill in the blank

Coach, co-create them. Explore a few options together. Encourage them to honor the wisdom of the "fear"!

4.5) Explore the Superpower Potential

Superpower Layer

ASK: Do you have an inkling about the unique power that may be in a shadow beneath this self-preservation intention?

Coach, co-create them. Use YOUR imagination to spark ideas. Explore a few options together.

4.6) Make the Mind the Ally of the Dream

Thought Layer

SAY: That is excellent. Now let's describe what your Dream wants you to do.

ASK: What is your dream asking you to do in this situation?

{Listen, this will be very interesting!!!}

SAY: Let's try to capture this in a power phrase...

Coach, co-create them. Explore a few options together. **SHARE what is there.** Help them hone in on a short phrase.

4.7) Preplay the Pivotal Moment (with the Dream's intent)

Action Layer

SAY: Now close your eyes for a moment and visualize the scene again while holding in your mind your Dream's intent. ...{pause} See yourself making the BIG Move and everything turning out great.

Give them 10-30 seconds of silence.

ASK: What did you see?

Listen.

SAY: Now you have the freedom to choose to play safe or play BIG. Either one may be appropriate when you are in this situation.

GROWTH MODE

5) GROWTH MODE

SAY: "OK, this is a good time to switch into growth mode"

ASK: How did you grow from this practice?

{Coach: If you are noticing a growth opportunity, YOU can offer it as an observation. ASK FOR PERMISSION first}

ASK: "What did you learn about playing for your dream (your situation) today?"

{Coach: listen}

ASK: "What did you learn about yourself and your potential superpowers in this session?"

{Coach: listen}

SAY: "Can I share an observation?"

{Coach: share an observation about your player's superpower potential and the pursuit of their dream.

ASK: "How do you feel about your progress in playing better for your dream?"

{Coach: listen and share}

PLAY PLAN (the days ahead)

6) PLAY PLAN THE DAYS AHEAD

SAY: "OK, let's make sure we have a Play Plan..."

ASK: "How can you use what you discovered in our session in the days ahead?"

{Coach: listen

ASK: "What are the actions (or perspectives) you will focus on?"

{Coach: listen

SAY: "Bring the spirit of play to as many of your actions and experiences as you can."

ASK: "Can you do that?"

Wait for them to SAY: "YES!"

SAY: {Share a supportive observation about the player's progress in the session}

7) ENDING

SAY: "Great! Have a great week of play. Talk to you soon"

NOTE: if you want to stay connected with them via text or email, you can confirm those details with them.

ALTERNATE ENDING

SAY: "Great! Please keep me tuned in to your progress by email during the week (or text or however you choose). I want to hear from you. OK? Have a great week of play. Talk to you soon"

Coaching Session 5: Results

Featuring Transformational Play (Role Play combined with the Pivotal Moment Technique)

Be aware of opportunities to use these Proficiencies:

- Designs Supportive Environments (#14)
- Champions the Player (#11)

In this session you are going to invite/challenge your player to practice an “ASK” conversation with you. An ASK in pursuit of a “YES” is a great way to experience playing for a desired result in the face of social risk. Doing the Role Play is a great way to observe your player in action... and then explore any resistance that comes up.

AND...

If your player experiences some resistance while asking, you can weave in parts of the Pivotal Moment coaching technique. This Coaching Guide is set up for you to weave these two coaching techniques together because it is both powerful AND common.

WELCOME (and permission to coach)

1) WELCOME

SAY: "I am really excited about coaching with you. I can't wait to see what we co-create together."

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

{wait for them to say, YES}

SAY: "OK. Let's go."

COACHING PLAN

2) EXPLORE THE BIG DREAM

SAY: : Great! Today we are going to take a BIG step toward playing better for your dream by role playing a “BIG ASK” conversation. We will get to that in a moment. Before we do that...

ASK: As we do each session....Share with me how you describe your BIG Dream now?

{Coach: listen and ask any curious questions that pop up for you}

ASK: What do you want to celebrate with me?

{Coach: listen and CHOOSE something to champion your player; either an action, a result or simply the Dream itself}

SAY: I want to congratulate you for doing <say what they did>

SAY: I want to compliment you for <say what it took for them>

SAY: I want to acknowledge you for <say who they are becoming>

Say: I want to champion you for <say what it means and why it matters>

SAY: Let's do a quick check-in on how you played.

ASK: What were some of the actions and results? What happened or didn't happen?

{Coach: listen. It is important that they know that you care about how they play each week}

{Look for situations to do the BIG ASK Role Play and Pivotal Moment Technique}

PRACTICE / PLAY TOGETHER

3) PLAY TOGETHER WITH CO-CREATE AWARENESS

ASK: What was the most interesting **challenge** you faced and what did you discover about your Superpowers?

{Coach: listen and ask any curious questions that pop up for you;

ESPECIALLY listen for anything that sounds like a conversation that you could role play}

4A) PRACTICE TOGETHER WITH A ROLE PLAY of a BIG ASK

In this activity you will guide your player to **design a supportive environment!**

SAY: Today we will play together by doing a role play of a BIG ASK that will upgrade your environment.

{Coach: Most people don't think much about asking anyone for anything and they especially don't think about Role Playing the conversation. **So if they don't have any ideas it is up to you to suggest something from what they have shared about their environments over the past few weeks.**

If together you can't come up with anything, Role Play contacting someone in their Network environment and asking them for a few minutes to share their dream. }

4A.1) Define the Situation

ASK: Let's think of an ASK that you can make of someone in your environment that we can practice right now. Any ideas?

ASK: What is the result or influence that you want in this conversation?

4A.2) Define the Role

ASK: Who am I playing? Please describe the person's general characteristics in 30 seconds.

ASK: What is the person's point of view toward the subject?

4A.3) Advanced Prep (Optional)

{This is an Enters New Territory Question; You can suggest something!}

ASK: What is a new approach or perspective that you want to play with in this Role Play?

ASK: What are your Superpowers for Influence that we can practice with?

4A.4) Practice / Play Together

Jump into the Role Play for a few minutes. Remember... It's PLAY!!

4A.5) Call Time Out!

ASK: : How did you feel while making the ask?

OR

ASK: It seemed like you were avoiding making the ask. What was happening for you?

*** If your player was experiencing any hesitation, doubt or FEAR, go into the Pivotal Moment Exercise.

Otherwise skip down to 4A)*** Back to the Role Play ***

4B.1) Preplay the Pivotal Moment

Action Layer

{Coach Note: we skip the Preplay because we are IN the moment in the Role Play}

4B.2) Review Reactions with Judgment-Free Awareness

Thought Layer

ASK: Are you in a place where you can safely close your eyes?

SAY: Close your eyes, breath naturally, and stay in the scene we are playing.

*SAY: It is very important that you **maintain judgment-free awareness** during this exercise. You need to imagine that we are both looking at this situation as interested and caring yet detached observers. This will help us expand awareness more easily.*

ASK: Do you notice any thoughts going through your mind? What are they?

SAY: Take your time. Continue to see yourself in the scene while being curious about everything that is going through your mind in the moment.

{Coach Note: Just wait and listen}

4B.3) Feel the Energy in the Body

Feeling Layer

SAY: Now I want you to scan your body for physical sensations from the top of your head down to your waist. Scan slowly and remain open. Check into your throat, chest, gut...

ASK: What sensations do you notice in your body in the moment?

CHOOSE A OR B

A = They don't notice a physical sensation.

B = They DO notice a physical sensation

A) They don't notice a physical sensation

SAY: That is OK. The key is to get in the practice of paying attention to your body.

SAY: Often emotional energy in the body is VERY subtle like a buzzing or tingling sensation or pressure. I want you to really quiet your mind and feel your body: check your gut, your solar plexus, your heart, your throat, your back, your shoulders, your head, a general feeling all around you.

{Wait a few moments; Stay quiet. Stay certain that they can do it. Give them time to get into the experience.}

ASK: Do you notice any physical sensations?

If they DO go to B)

If they still don't notice any physical sensations

SAY: That is OK. This technique takes some practice.

{Skip to 4.4}

B) They DO notice a physical sensation}

SAY: I acknowledge your courage for noticing and feeling the sensation!

IF they mention more than one body sensation...

ASK: Which sensation is most intense?

{Let them answer to choose which sensation to focus on}

4B.3b) Feel the Energy (Allow it to be there)

SAY: Bring your full attention to the physical sensation. Feel into it as deeply as you can. ...{pause}... You may notice some emotions coming up. Just let them pass for now and focus on the physical sensation.

ASK: Does the feeling have a shape?

ASK: Does the feeling have a color?

ASK: Does the feeling have a temperature?

Be very affirming and open to whatever IS there.

SAY: OK, now all you need to do is just allow yourself to feel that {temp/color/shape} energy for 30 seconds. Just welcome it, allow it to be there and feel into it as deeply as you can.

ASK: Do you think you can do that?

{Wait for the "yes"}

SAY: OK, I will time you. I will be here if you want to SAY anything.

For 30 seconds. Here we go.

at 15 seconds quietly SAY: keep going

at 30 seconds quietly SAY: excellent. You did it.

ASK: What was that experience like? Did anything come up for you?

{If your player has a "Memory Pop"}

Often while FEELING physical sensations your player will have a memory POP of an earlier moment in life. This is because the physical sensations ARE memories! Here is what you do...

{Just listen! Don't judge the memory or try to fix anything}

4B.4) Scan for Body Beliefs

Feeling Layer

***SAY:** Now let's try to name the self-preservation wisdom in what you are experiencing.*

***ASK:** Fill in the blank of this statement: It's not safe for me to... fill in the blank*

Coach, co-create them. Explore a few options together. Encourage them to honor the wisdom of the "fear"!

4B.5) Explore the Superpower Potential

Superpower Layer

***ASK:** Do you have an inkling about the unique power that may be in a shadow beneath this self-preservation intention?*

Coach, co-create them. Use YOUR imagination to spark ideas. Explore a few options together.

4B.6) Make the Mind the Ally of the Dream

Thought Layer

***SAY:** That is excellent. Now let's describe what your Dream wants you do.*

***ASK:** What is your dream asking you to do in this situation?*

{Listen, this will be very interesting!!!}

***SAY:** Let's try to capture this in a power phrase...*

Coach, co-create them. Explore a few options together. **SHARE what is there.** Help them hone in on a short phrase.

4A)*** Back to the Role Play ***

Repeat 4 and 5

4A.4) Practice Again

Jump back into the Role Play for a few minutes.
Consider adding a twist to what you are doing.

As many times as necessary until you feel your player has confidence for the conversation.

4A.5) FinalTime Out!

4A.7) Debrief

***ASK:** What are your insights from this practice?*

Coach: here is an opportunity for **Relishes Truth** about your players' abilities or limitations

Share A truth that you observed... with great gusto>

GROWTH MODE

5) GROWTH MODE

SAY: *OK, this is a good time to switch into growth mode”*

ASK: *How did you grow from this practice?*

{Coach: If you are noticing a growth opportunity, YOU can offer it as an observation. ASK FOR PERMISSION first}

ASK: *What did you learn about playing for your dream (your situation) today?*

{Coach: listen

ASK: *What did you learn about yourself and your potential superpowers in this session?*

{Coach: listen

SAY: *Can I share an observation?”*

{Coach: share an observation about your player’s superpower potential and the pursuit of their dream.

ASK: *How do you feel about your progress in playing better for your Dream?*

{Coach: listen and share}

PLAY PLAN (the days ahead)

6) PLAY PLAN THE DAYS AHEAD

SAY: *OK, let’s make sure we have a Play Plan...*

ASK: *How can you use what you discovered in our session in the days ahead?*

{Coach: listen

ASK: *What are the actions (or perspectives) you will focus on?*

{Coach: listen

SAY: *Bring the spirit of play to as many of your actions and experiences as you can.*

ASK: *Can you do that?”*

Wait for them to SAY: “YES!”

Share a supportive observation about the player’s progress in the session}

7) ENDING

SAY: *Great! Have a great week of play. Talk to you soon*

NOTE: if you want to stay connected with them via text or email, you can confirm those details with them.

ALTERNATE ENDING

SAY: *Great! Please keep me tuned in to your progress by email during the week (or text or however you choose). I want to hear from you. OK? Have a great week of play. Talk to you soon.*

Coaching Session 6: Belonging

Featuring the Co-Create Awareness Technique to Capture Growth

Featuring the Supermind Connection

Be aware of opportunities to use these Proficiencies:

- Respects the Players Humanity (#15)
- Communicates Cleanly (#9)

WELCOME (and permission to coach)

1) WELCOME

SAY: Wow. This is our final session for this series. We have had an amazing adventure."

ASK: Do I have your permission to be your coach? Are you ready to get started?

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

COACHING PLAN

2) EXPLORE THE BIG DREAM

SAY: Great! Today we are going to do a deep dive on what has happened during the series and who you have become. We will get to that in a moment. Before we do that...

ASK: As we do each session....Share with me how you describe your BIG Dream now?

{Coach: listen and ask any curious questions that pop up for you}

ASK: What do you want to celebrate with me?

SAY: Let's do a quick check-in on how you played.

{Coach, if you already know about the Pivotal Moment, then you don't need to ask this question}

ASK: Did you play with the BIG ASK we explored last week?

Whether they did or they didn't, Respect the players humanity.

ASK: Please share with me about any other important actions and results.

{Coach: listen and ask any curious questions that pop up for you}

PRACTICE / PLAY TOGETHER

3) PLAY TOGETHER WITH CO-CREATE AWARENESS ~ The Supermind Connection

Notice challenges from the lens of gratitude

SAY: When you play BIG for a Dream you attract a lot of new and interesting situations that often look like challenges.

SAY: Let's talk about these challenging situations from the perspective of gratitude.

ASK: *How are they helping you grow? Or said another way, who have they asked you to become?*

{Listen and share what you have observed}

ASK: *In coaching we have a framework to recognize the perfection of every situation. How have these challenges been the perfect experiences for your adventure so far?*

{Listen and share what you have observed}

Gratitude for synchronicities

SAY: *Another powerful experience when you play for a dream is synchronicity; when support and opportunities just seem to flow in your direction.*

ASK: *What synchronicities have you experienced?*

{Listen and share what you have observed}

Clearly State Needs

SAY: *Every week we take a moment to state your intention to Play for your Dream. This keeps you and your Dream connected to the Supermind of Infinite Possibilities!*

SAY: *Sometimes it is powerful to simply state what you need as you pursue your dream.*

ASK: *What are a few "things" or experiences that you can state that you need for your dream; without needing to know how you will receive them?*

{listen. Add in your ideas; have fun with this! help them use their imagination; help them OWN the value of their dream.}

The BIG Question

SAY: *One last thing we can do to expand your energy is speak a BIG Question and then as you play often "answers" and ideas will just come to you.*

ASK: *Thinking about playing for your BIG Dream, what is a question you are wondering about?*

{listen. Add in your ideas; have fun with this! help them use their imagination; help them OWN the value of their dream.}

GROWTH MODE

4) GROWTH MODE (Extended)

During any of the sections where the player fell short of their expectations, it is an opportunity to **Respect the Players humanity.**

***SAY:** Today we will play together by doing a deep dive on what has happened and who you have become.*

*Coach: you will use the **RACECAR** Model to guide this conversation.*

E) EVALUATE.

***ASK:** How do you evaluate how you have played for your Dream over the past **6/12** weeks?*

***ASK:** What were your most important results?*

***ASK:** How did you grow by playing for these results?*

Find something to celebrate!

C) CHALLENGES

***SAY:** We spoke about challenges a bit earlier...*

***ASK:** How did these challenges bring out your Superpowers?*

Share your observations. Find something to celebrate.

A) ACTIONS

***ASK:** What capabilities have you acquired by playing for your dream?*

***ASK:** Where did you expand your level of mastery with your superpowers?*

Make connections to their superpowers

R) RESULTS / Bigger Why

***ASK:** How did your results fulfill your purpose to play for your Dream?*

***ASK:** In what ways have you grown in the past **6/12** weeks?*

Make connections to their superpowers

***ASK:** Do you have any disappointments in how you played or the results that didn't happen?*

{Respect the players humanity}

Wrap Up OR Play Plan

If you are wrapping up...

***ASK:** What are your highlights from our coaching experience together?"*

***ASK:** Can I share my highlights?*

SHARE SOMETHING PERSONAL!

***SAY:** Thanks so much for being my player!*

If you are continuing...

5) PLAY PLAN ~ FOR THE DAYS AHEAD

***ASK:** What are the **ACTIONS** (or perspectives) you will focus on?*

{Coach: listen for the Relate for Influence, Create to Share, Explore and Experiment}

Share a supportive observation about the player's progress in the session}

*{Coach, remember to make a few notes on the Play Life Playsheet for this player **AFTER THE SESSION**}*

6) *ENDING*

SAY: *Great! Have a great week of play. Talk to you soon”*