

# Coach Challenge Playbook

## Proficiency Coaching



### Quick Summary:

**BIG Idea:** Coaching is the art of guiding another person or team to play better and win on their own terms. As we move beyond the Industrial Age of Work into the “Connected Age of Purpose and Play” more and more people are yearning to Play a BIG, meaningful Game in Life. They need a great coach to do that. They need YOU to be a game changer!

In the game you will conduct coaching sessions with your players, colleagues and employees / team members while in pursuit of life-changing conversations by using the Coaching Proficiencies.

The object of the game is collect “Thanks, Coach” acknowledgments from your players; while you are mastering the Coaching Proficiencies.

### Quick Game Plan to Capture COACH POWER

- 1) Quick Overview
- 2) Coach! And “Keep an Eye” on your Proficiencies. Make a bold plan.
- 3) Share on your game card AND Collect Point!!! YES!
- 4) Find the Fun!

### Quick Overview

#### Capture Coach Power:

Study the brief overview of the “Keep an Eye” concept. Then make a BOLD plan to have coaching conversations in pursuit of Life-changing 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 share about the Coaching Proficiencies that you used and what you learned.

A quirky and fun idea that you can use if you want to is to tell your player that you are going to practice a particular proficiency at some point during the coaching session. And then find a moment to “do it”. This is particularly fun for Proficiencies like “Champions the Player” and Reveals the Player to themselves”.

FUN!

#### BIG WIN:

The BIG WIN Happens when your player sends you a “Thanks, Coach” note of acknowledgement about

# Coach Challenge Playbook

## Proficiency Coaching

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 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 to document the value they received.

In the game you can record up to 10 of these for points. When you share a Big Win on your game card include some or all of what they said to you. (Make sure to maintain confidentiality for the individuals involved)

## 2) Keep an Eye

So we know that when you are coaching, you are focused on the player and not thinking too much about what you are doing. That is a good thing!

However, by keeping the Proficiencies close to you by reading and studying them on the days you are going to coach, you will find that they come up quite naturally while you are coaching. When this happens, make a note to yourself! Then as soon as possible after the session recount what happened on your game card. This will REALLY accelerate your path to mastery with these tools.

## If you need some structure

You are probably already coaching a lot. But just in case you aren't, you can use these conversation outlines to give yourself some structure.

### Use the Play Two Win Method Play Sheet

IMPORTANT: it is helpful to print a few copies of the Play Sheet to use in class; (on the last page)

We will only use the top of the Play Sheet in the Proficiencies Coaching class; you can learn how to use the whole thing in the Play Two Win Method class. The steps of the method guide you through a powerful coaching conversation.

Remember: YOU are a Game Changer!

### The First Session...

1) What is the **BIG GAME** you want to play better?

What does winning look like to you?

What would it mean to your life if you won this game?

# Coach Challenge Playbook

## Proficiency Coaching

Clarify The **RACE** and **OBJECTIVES** for the next 5 weeks

2) **RESULT!** What is the recurring result that you want to create each time you play the game?

What is the **TANGIBLE OUTCOME** you want to reach by creating these results?

3) **ACTIONS!** What are the recurring actions that you will take to create this result?

What does **MASTERY** look like in these actions?

4) **CHALLENGE!** What are the challenges in the game that will come from playing for these results?;

How can you bring the Spirit of Play into these challenges?

What support do you need?

Who will you **BECOME** by facing these challenges?

5) **EVALUATION!** – How will we evaluate your progress in the game each week?

What **UPGRADES** do you want to make to your environment as a reward for winning?

# Coach Challenge Playbook

## Proficiency Coaching

**After the first session, every session is the same from a “Method Perspective”.**

### Sessions 2-6

Use this basic flow for your conversation; you explore each area together so you can put your awareness on practicing the skills that you are studying in that session.

*Note about the playsheet: Explore the Blue Circles from Right to Left.*

Here you use the RACE elements in reverse.

1) **EVALUATION!** – How did the game go last week?

What were your results?

2) **CHALLENGE!** What challenges did you face?

What did you learn from those challenges?

How can you bring the Spirit of Play into these challenges next time?

3) **ACTIONS!** Do we need to change or improve the actions of your game?

If so, how?

3A) **Communication** is the primary action!

> What needs to be said that hasn't been said?

> What requests have you not made?

> What truth have you NOT acknowledged?

4) **RESULTS!** What can we do to play better and get better results this week?

Do we need a new game plan?

5) What are your highlights for this session?

### Make a BOLD PLAN

The game is to have 21 Coaching Conversations. You can have up to 3 sessions with one player.

If you are already coaching a lot then this will happen naturally.

**But if you are NOT coaching a lot then you need to make a bold plan to get into the game!**

Start with 5-10 “Big Game” conversations and see what unfolds from there.

# Coach Challenge Playbook

## Proficiency Coaching

One way to do this is to offer to start coaching people you already engage with on a regular basis especially your team members and/or colleagues.

The goal is to recruit 5 players who are committed to coaching with you every week, PLUS a few players that you can meet one or two times along the way.

**IMPORTANT:** your coaching partner in class DOES NOT COUNT as a coaching session for this part of the game! (Share about these conversations on the Partner element on the game card)

**SUPER IMPORTANT :** Who should you approach to coach?

## Coaching is NOT an intervention for problems!

(this point really cannot be emphasized enough)

Coaching is for people who have a desire to play big in life. You are recruiting great players onto your team. Think of people you know who are up to something good and approach them with the possibility that they can play even better with you as their coach! You honor someone when you offer to coach them. Think of it as the highest compliment.

Say: “I think of you as someone playing big in life and I would love to coach you. With me as your coach you can play even better!”. Yes, we know that the idea of saying something like that might push you out of your comfort zone ;-)






A person you know	How will a coach benefit them in playing big?
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

**DONE!!** You are now ready for the Coaching Challenge: 21 Coaching Conversations this month!

# Coach Challenge Playbook




## Proficiency Coaching

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

	<p><b>Step 1: Click through to your game card.</b> Look for the Power Up section – (Find the Red Button with the Rocket!)</p> <p>Find the <b>COACH</b> badge.</p>  <p><b>You will see the game card description...</b></p> <p><i>I just read the <b>COACH CHALLENGE</b> Playbook and made a bold plan to Coach in pursuit of life changing conversations. Here is what I am excited about...</i></p> <p>Click on the SHARE button in the right column.</p>  <p>A text entry window will appear. Complete this statement on your game card by sharing how you will approach this specific challenge.</p>
	<p><b>Get your FB friends cheering you on! (optional)</b></p>  <p>Under the share box you will see the Facebook login button and “Share On Facebook” button. If you share on Facebook you earn +1 Bonus point in your total score.</p>
	<p><b>After you engage in a coaching conversation... Click on Game Action button on the game card</b></p> <p><i>I just made progress in my <b>COACH CHALLENGE</b> by engaging in a Coaching Conversation. Here are the Coaching Proficiencies that I used and what happened...</i></p>

# Coach Challenge Playbook

## Proficiency Coaching

	 <p><b>Click the SHARE button</b></p> <p>Remember to share with the intention to inspire 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><b>After you get a “Thanks, Coach” note from a player, go to the BIG WINS section</b></p> <p>Look for the <b>COACH POWER</b> Badge.</p> <p><i>I just received a "Thanks, Coach" (aka acknowledgement) from one of my players and scored a BIG WIN in my <b>COACH CHALLENGE</b>. Yeah! Here are the highlights...</i></p>  <p><b>Click the SHARE button</b></p>

### 4) 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 to FIND the game in their life and pursue winning on their own terms you are providing REAL coaching. REAL Coaching is fun.

**Transformation Is Fun!** – People love to be seen and known for who they really are – a BIG Player in Life. This is what happens when you reveal their BIG GAME in life and the big purpose they can pursue by playing rather than working. Play is transformational. And people LOVE transformation.

### 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!