



WORLD *Power*

CoachVille Center for Coaching Mastery



Great coaching will transform our world!

Welcome. On behalf of the entire CV Team, I want to welcome you to the World Power Method TM Coaching Program.

The themes of the program:

The Pursuit of winning environments that foster Personal Evolution and Play.

AND

Master the craft of coaching with World Power and Pattern Language.

The BIG IDEA that is the focus of this program is this: **One of the three pursuits of coaching is “personal evolution”**. We will explore the profound truth that MOST of who we become in life occurs as we adapt to our environments. When you align with this truth you can become a powerhouse for possibility by designing your environments for personal evolution; and achieving the dreams of your life by becoming a great designer. A winning environment is the secret to sustainable success without struggle. Sounds good, right?

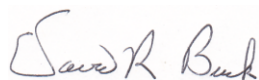
And we will play with our fundamental coaching theory: **ANY endeavor in life can be designed in a way the environment supports achieving the dream!**

The emphasis will be on ACHIEVING THE DREAM in life and adopting a “DESIGN framework” in your personal, business and career life. Specifically, you will design experiments and actions that require you to upgrade your environments in order to play better. This is a potentially transformational shift and we invite you to DESIGN along with us.

Of course, there will be LOTS of coaching as well! As a part of our DTMOPP “Active learning” method you will work with a coaching partner throughout the program. You will coach and be coached by the same person in all of the coaching exercises. We believe this will allow you to go deeply into the coaching and experience a real coaching relationship. Essentially, your coaching partner is your coach AND your player during the program.

Finally, with our accreditation with the International Coaching Federation (ICF) the 24 hours of the program qualify for Continuing Coach Education Units! (CCEU's) This is very exciting.

Enjoy the program and... Play BIG!



Coach Dave Buck and the CV Team!

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Program Quick Start

The purpose of this playbook is to provide you with the important concepts to read and consider prior to each class session.

Pre-Class Action Plan

1) Scan these sections of the Play Book:

Section 1: Program Quick Start {You are doing that right now!}

Section 2: Program Introduction

Section 3 Chapter 1: Design Your Academy

{Print the Session 1 Coaching Outline}

2) Get on the Game Card: Read the Start Here Playbook

3) Listen to the first coaching demonstration recording

4) Coach Mission 1: Recruit 3 Players to Coach

5) Play Mission 1: Name your game move and enlist the support of your team

6) On the program home page, read the “Dyad Guide”

You are READY for the first class!

The Game

Your REAL LIFE is the game!

Each week you will play a fun and challenging game where you earn points for:

1) Reading your class Playbook

2) Participating in class

3) Sharing about what you have learned in class conversations

4) Listening to the recorded coaching demonstrations

5) **Completing Missions** to coach your players and

6) Completing Missions to play your own game

7) Staying in contact with your class partner (player/coach)

8) Inspiring your team mates And being inspired by them

Your personal “game card” will keep you on track with what you need to do and what you have accomplished. The public leaderboard will allow you to see how everyone else is doing. Then you can explore the game cards of your class mates for ideas and inspiration. And... when you share you will attempt to inspire them as well!

Note: Center for Coaching Mastery Students need a minimum of 50 points per game card to pass the class.



Coach Mission 1: Recruit 3 Players

Here is a brief excerpt from the Coach Mission 1 Playbook that you will find on the program home page and in the game card.

You are on a mission...

To become a great coach, you must embark on a mission to consciously co-create winning environments with each player; this is the **ONLY** way to create sustainable success when playing BIG.

Coaches are **ALWAYS** looking for good players. Great leaders are **ALWAYS** looking for good players. And then they aim to make them great!

As we move beyond the Industrial Age of Work into the Connected Age of Play more and more people are yearning to play a BIG game in Life. When they do this sustainably they will need a winning environment: with great support and healthy challenges that naturally **PULL** your player toward greatness.

Coaching using the World Power method requires a combination of openness AND creativity by the player AND the coach.

Thriving in the Connected Age of Purpose requires deep connections, self-expression and the vulnerability to contribute to others in a unique way.

You need players with a strong desire to be great and the willingness to look deeper into themselves. This actually describes a **LOT** of people but many of them don't know it yet. Your mission is to recruit 3 good players who are ready to look at the world around them and make the (sometimes hard) choices necessary to create sustainable success. A winning environment is not always a "COMFORTABLE" one!

Who do you know who is ready for this? And who will help **YOU** fulfill your purpose to expand your capabilities with the World Power Method?

World Power Mission 1: Envision Your Academy

Here is a brief excerpt from the World Power Mission 1 Playbook that you will find on the program home page and in the game card.

BIG Idea: It's **YOUR** Game. To fully immerse yourself in the World Power Method you must experience it as a coach **AND** as a player. To do this you must create your own Personal Success Academy so that you can win sustainably.

You are on a mission...

To become a great player in any game you **MUST** immerse yourself in a winning environment. So here is what we are going to do to get started.

First, get clear about the game that you are playing.

Next, paint a picture of what a **GREAT** player looks like. Look for examples in other folks you know who are already great players in your game. If you are already great, set your sights on becoming "World Class".



Then you use your imagination to envision a “Success Academy” what you can become this GREAT player.

What do you need there? What teachers, colleagues, mentors, challenges, resources and opportunities will you need to support and challenge your path to greatness?

Name it. Share it. Game on!

Teleclass Welcome!

Welcome to the Center for Coaching Mastery!

Abera Ca Dabera

This phrase from the Aramaic Language means: I create as I speak.

This is a potentially life-changing affirmation that illuminates the power of the spoken word. In every class you will participate in a variety of provocative exploratory conversations and coaching sessions.

A few key points to consider as you start this class.

1) Our programs are based on dialogue-based learning. So we expect you to jump in and participate in the conversations. Be BOLD! Share your thoughts and questions; Your voice is a contribution to everyone else in the program. Your instructor is a highly trained coach and very capable of weaving diverse thoughts into a web of learning for everyone!

2) You will coach in every class. It is possible that this will be your first coaching conversation. So be easy on yourself! Don't expect to be a masterful coach on day #1.

If you have been coaching for a while – maybe even a LONG while - coaching in class is your opportunity to experiment and try new things. Enjoy the opportunity to stretch and learn.

What to do in a “Coaching” Conversation

Coaching is a conversation between a coach and a player. It is a very distinct conversation. However when we converse, we tend to fall into comfortable conversational patterns like: friend to friend; colleague to colleague; boss to employee; parent to child; counselor to “counselee” etc.

It is a very good idea to set a specific time frame for the coaching conversation. This can be anywhere from 20 minutes to one hour; 45 minutes is very common for professional coaching sessions, 30 minutes is common for coach approach leader sessions with a team member. Some coaches like to do an extended session for the first session of a new “season” where you are inquiring of the dream and defining the objectives.

One thing that really frustrates people new to coach approach leadership is “not knowing” what to talk about in a coaching session. This makes it very difficult to learn a Method like Inner Freedom.

We have solved this by providing clear coaching outlines for your coaching conversations. These outlines will guide you and your player through a sequence of inquiries, this way you can focus your attention learning the method. It is very effective.

How to do a great coaching practice session in class

1) You will both get to be Coach and Player. So choose who will be the coach and who will be the player in the first session

2) Get RIGHT INTO the coaching – skip the traditional small talk

3) When you are the Player - be real, be yourself; tap into your desire to achieve your own dream;

DO NOT READ THE OUTLINE and just answer the questions like it was an “oral exam”.

4) When you are the Coach - **Follow the coaching outline in this playbook;**

Ask the questions and then BE CURIOUS to clarify what your player is sharing.

You really want your player to experience Inner Freedom.

5) HOLD YOUR TONGUE!; especially if you feel the urge to tip!

Tipping is for waiters and waitresses - NOT coaches

Tipping - is when your player shares something about their situation and you think you have a good, quick solution and share it.

"Did you ever try..."

There IS a time and place to share solutions, but that time is NOT now.

IMPORTANT: Read the “Dyad Guide” prior to class. It will provide you with a LOT of additional information about how to get the most out of your practice time in class!

Program Introduction

Program Description

World Power Method tm Coaching

A 9-Step Method to Co-Create Winning Environments

The World Power Method is a powerful 9-step process where you transform the “9 Environments of YOU TM” into a Personal Success Academy.



Transform your story as a player...

From: the world around them is an obstacle to be overcome or tolerated

To: You can play with your world and design a personal success academy that ENSURES your sustainable success

The Environment Always Wins – this is the provocative mantra of this life-changing program. You will learn how to get the environment on your players’ team to inspire Personal Evolution. If you are coaching the player but NOT redesigning their environment, you are only doing half the job!

Transform your story as a Coach...

From: Command your workers to overcome obstacles and control the environment

To: Teach your players how to create and be influenced by their 9 environments.

Without significant environmental design, no process of change is sustainable. You may have noticed that most of the time when you do a change oriented program your player ends up back to the way they have always been. The answer to this perplexing riddle lies in their environment NOT within THEM!

You will learn how to co- create power patterns with your player and then replicate the pattern in each of the 9 Environments. This is a fun and highly creative process. You will also learn how to identify and shift pattern language dissonance in each environment.

With this method you will guide your player to **amplify the 9 Environments of YOU** with a picture of who they want to become in life and transform their world into a Personal Success Academy. By surrounding them with people, places, things and ideas that support and challenge them, their success becomes inevitable and sustainable. You will learn how to co- create power patterns with your player and then replicate the pattern in each of the 9 Environments. This highly creative process is remarkably simple, energizing and FUN.

The 9 Steps of the World Power Method

Imagine that there was a Success Academy perfectly designed for your player’s BIG Dream in life. It had everything they would need to build toward sustainable success: Coaches (including YOU), knowledgeable and caring teachers, interesting colleagues, lots of challenges that test their skills and resourcefulness, the right places to explore, and all of the subtle elements that "program" your player’s subconscious mind for deep confidence in themselves.

Well, if you can imagine it, then you can coach your player to design and create it! That is what the World Power Method is all about!

Step #1: Design Your Sustainable Success Academy

Step #2: Create Power Patterns for who you will become

Step #3: Scan the 9 environments - look in the mirror for patterns

Step #4: Name the present patterns

Step #5: Identify Tolerations: Consider the source, purpose & meaning of each one

Step #6: Zap Tolerations = Fixing - Cleaning - Missing

Step #7: Conduct Experiments

Step #8: Enter New Territories

Step #9: Allow Adaptation to take place by responding to what happens around you

The Nine Environments of YOU™

The 9 Environments of YOU™ - originally created by Thomas Leonard - is a powerful way to see and design the world around you. We know that humans are always adapting to the world around them while at the same time unconsciously creating the world as a reflection of themselves. Now you will design the world around you so that you become who you desire to be AND evolve in unexpected often delightful ways!

In this program you will have a real hands-on experience of the 9 Environments. You will work with a partner throughout the program as their coach - designing every aspect of their environment for sustainable success (and yes, they will be designing yours too)

You will explore the nuances of each of the 9 environments.

Memetic Environment - Ideas

Financial Environment - Money, Wealth and Budget

Relationship Environment - Close friends, family and close colleagues

Network Environment - Professional Connections, Greater Community

Physical Environment - Places and Things

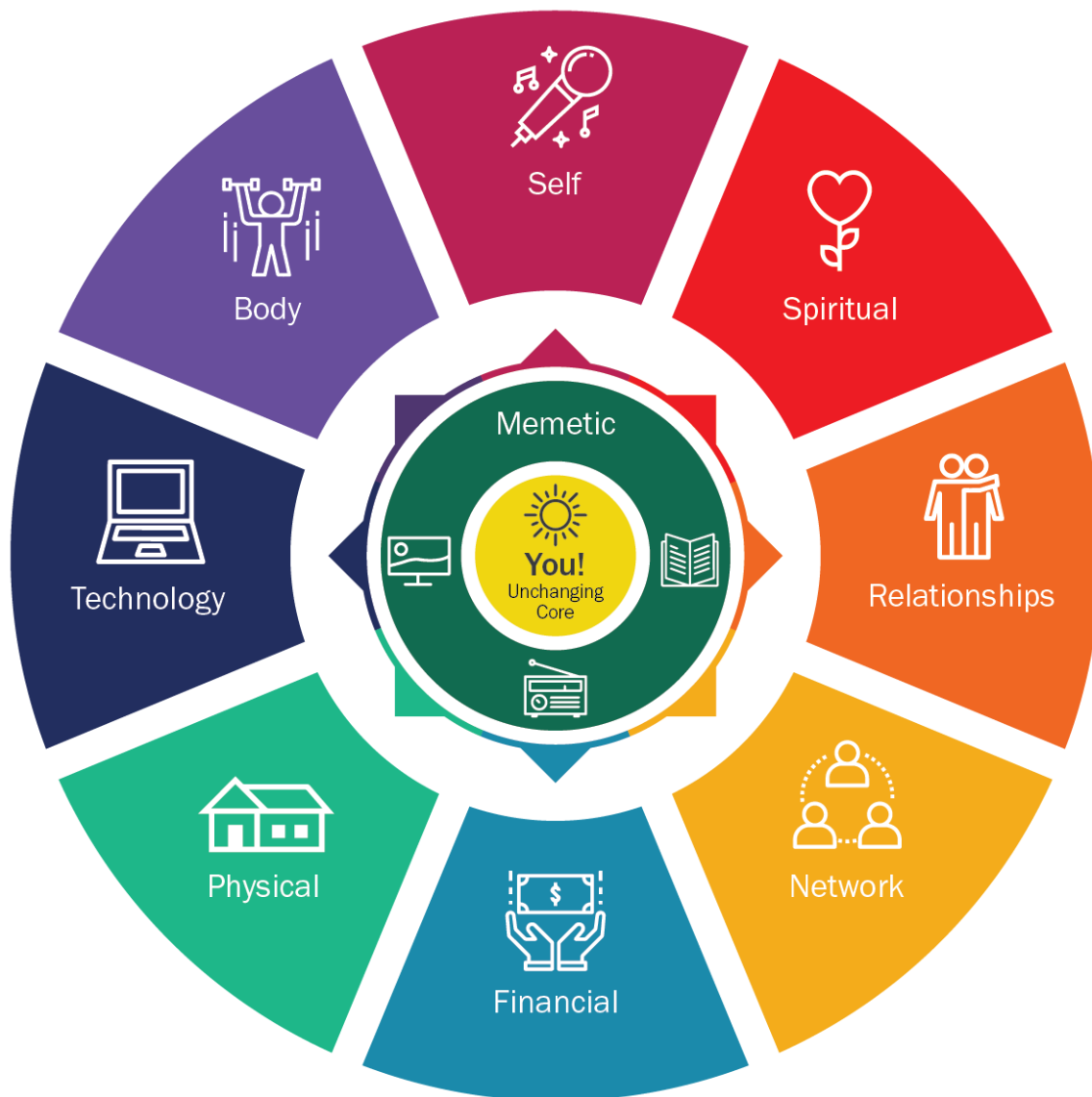
Body Environment - Your Energy, Appearance and Clothing

Self Environment - Strengths, Talents and Character

Spiritual Environment - Deep Connections, Sacred Spaces & Natural Places

Technology Environment – Electronic devices and Virtual Spaces

The Nine Environments of You



Memetic
Books, TV, radio, magazines,
newspapers and internet

Body
Radiance, appearance and
clothing

Self
Strengths, talents and
character

Spiritual
Deep connections, sacred
space and nature

Relationships
Close friends, family and
colleagues

Network
Professional connections
and greater community

Financial
Money, wealth and budget

Physical
Places, things and tools

Technology
Electronics, apps and virtual
spaces

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1) The Memetic Environment

The world is full of ideas. The issue is, which ones are you getting into your mind? And an even bigger issue is how do these ideas impact your ability to pursue your dreams at your best.

2) The Financial Environment: Assessing Your Financial Environment

Nearly any dream your player has will be affected by their financial situation. How healthy is your player's wealth? Do not know? Hmm... maybe it is time for you to take a close look at their money situation. It is important that YOU and your player have a realistic picture of their current financial health. If necessary you must help them develop the basic money skills required to finance the dream they are pursuing and possibly move in a direction of financial freedom.

3) The Relationship Environment: The mirror to your self

If you want to know someone really well, simply get to know their five closest relationships. Everyone in a person's life acts as a mirror to some part of themselves. AND we become like the people we spend time with; this is a simple and powerful truth of the Relationship environment. The majority of human beings are aware of the importance of their intimate relationships but rarely use this awareness as an Environmental Design tool.

4) The Network Environment: Designing a Resourceful Personal and Professional Network

As your dream changes your network environment must evolve and grow. Through network design, your player will discover ways to team up with others and create a supportive and thriving network. Your player's network can play a powerful role in helping them achieve great success in pursuing the dreams of their life. We will provide you with ways to coach your player in designing a network to create supportive partnerships.

5) The Physical Environment: Does Your Physical Space Inspire You?

Creating physical spaces with great style, beauty and efficiency is no simple task. What we know is that the yearning for the design of our physical spaces is much deeper than the eye can see. In your players heart what they truly want is to be able to walk into places and spaces that nurture them on every level. They want spaces that provide warmth and relaxation, safety, and security, and most of all, a place that expresses their true personalities and one that makes them come alive! The goal of this class is to provide you with an introduction to create with your player, physical spaces that stimulate spiritual energy and a feeling of: Ahhhh, this is me! I have truly come home.

6) The Body Environment: A source of strength and energy

It may seem strange to think of the body as an environment but it is. You are NOT your body, your body is something you have and so, it can be designed. The Body environment also includes clothing, hair and energy. Is your players body a source of inspiration to them? Is it strong, flexible and graceful? A positive body image is one of the most important aspects of happiness and well-being, yet it is an area which often seems to be a challenge for many. A holistic approach to strength, energy and well-being through daily practices is essential for the player who wants to achieve their dream.

7) The Self Environment: Using Your Strengths, Talents, Character and the Authentic You

The Self is another element of the environment that not often thought of as such. But it is. You can help your player design new strengths, abilities and character. You can help them tap into the deep resources on the inside that can be reflected in the world around them. Are there old patterns that are restricting your players' full self-expression?

8) The Spiritual Environment: The Power of Pure Potential and Sacred Spaces

Are your players getting their energy from low vibrations or negative points of power; such as control, overwhelm, clutter, addictions, force, manipulation, and anger OR from high vibrations or positive points of power such as love, truth, oneness, beauty, a giving spirit, and gratitude. As with all design choices, your players can choose to get energy from the highest of sources, which ultimately come from living in way that honors the soul. We will explore how to assist your player in designing sacred spaces in their home or office for creating high vibrations of love, truth, thankfulness, and positive points of power. We will also explore the potential for designing spiritual practices. Finally, you will guide your player to tap into the restorative power of the nature.

9) The Technology Environment: Electronics and Virtual Spaces

The technology environment is about electronics and virtual spaces. Electronics, in particular tools like computers in all shapes and sizes, phones, mp3 players, GPS systems are integral to our lives today. If they are not working well it can cause a major disruption. Electronics are also a major gateway to entertainment and play which is essential to a balanced and fruitful life. Then there are virtual spaces. Social Networking web sites like Facebook, LinkedIn have become "places" where we invest considerable time and energy because it is how we connect to the global community. Do you feel confident with these tools? Are your profiles representative of who you are and how you want to be known in the world? If not, with a little focus you can be.

The Inherent Forces: Adaptive and Reflective Environments

It is essential to realize that environmental design is the key to sustainable success in life and in coaching! The environment must be re-designed for the dream the player is pursuing now. For most people the environment is a reflection of how they've lived their life, and may reflect the lack of a prior dream.

Why is this? People have a two-way relationship with the world around them: they are adapting to what is there while at the same time the world around them is becoming a reflection of who they are. **BIG INSIGHT:** The adaptive process is fast and somewhat transient while the reflective process is slow but more substantive.

Your World is a Mirror

Your world is a reflection of you so take a look around. What do you see? What you see is both who you are AND who you will become. This is true for your players too of course. Do you like what you see?

In other words, over time, the world around you becomes an accurate reflection of who you WERE are on the inside; this may or may not be good news! While in a new environment, quick change may occur, typically people return to the way they were before when they leave that new environment.

The good news is that you can redesign it. As your player grows into new and bigger dreams you inspire them to pursue, you can help them create a picture of who they desire to become in the world.

So in order to create sustainable change, the coach must use their creativity, design sense and awareness of workability to help the player make immediate changes to the outside world that reflect the changes made on the inside. Then the adaptive process works FOR positive change rather than against it! The player becomes more aware of the world around them and more connected to it. This leads to sustainable results.

Coaching Super Powers: Zap Tolerations, Design Experiments, Use Power Pattern Language

This is a life-changing collection of coaching super powers!

ZAP Tolerations

A “toleration” is ANYTHING in an environment that is draining the energy of the people in the environment. This can be anything that distracts your attention from your dream with a thought like...” I need to fix that”, “I need to do something about that”. It could be a missing button on a coat or a broken promise to a friend.

Another example is messes that need to be cleaned up... like a pile on the desk or a stuffed closet.

Also, hiding the mess “under the bed” does not work here because even if you can’t see it, you know it is there... Out of sight is NOT out of mind!

The key is to look at the toleration as an opportunity to REGAIN your energy; like patching a leak in a bucket. Whenever possible find the “source” of the mess rather than just clean up the symptom. This way you can find more permanent upgrades to your environment.

Design Experiments for Personal Evolution

Evolution is fostered by designing experiments and entering new territories. This is how you facilitate rapid growth for your player for their dream and as a person. In this program you will learn how and when to design experiments that foster Personal Evolution.

Did you know that your players’ way of thinking, behavior, capacities, skill sets and paradigms are not just limited to developing (linearly) over time but can evolve in unexpected ways? This means that they can become more complex and take on a different life far beyond what they may have been planned for. There is a wild adventure beyond personal development; Development means more/better of the same while evolution means something new added to the mix that fundamentally changes its nature.

This class will delve into how to **design experiments** which stimulate your player in surprising ways. Personal evolution is a very different dream; it is about using everything in your midst to move to higher and higher levels of truth about life, people, nature, and the connection to a much higher power in the universe.

Use Power Pattern Language

Pattern Language – originally described by 20th Century Visionary Christopher Alexander - is a phrase that brings an experience to life. When you see the pattern you can quickly experience a deep inner knowing about what is happening and what needs to be done to make it better.

What dreams are your players pursuing? Are they dreams of business, career, romance, family, health, athletics or a spiritual quest? Through the use of intentionally designed patterns, it is very possible to design a world which is perfect for the dreams your player is pursuing; a world that brings the dream to life! With this tool you can develop dramatic new solutions to old and tired problems, create exciting new possibilities, and have success come in the dreams your player is pursuing with much less effort and willpower.

Have you ever noticed that the environment is creating a source of conflict and frustration? This is a common experience when your player is pursuing a new dream because your player's world is a reflection of the dreams they used to pursue. And many of those dreams were outgrown years ago! Through the use of pattern language you will identify elements of your player's world that are not designed for the new dream. Here we get into the depths of your player's world and create new patterns.

For example, your player says that they want interdependent relationships yet they continue to attract people who are needy. Or, they say they want to live a clean and organized life, and they continue to collect clutter. Each and every thing in the environment is filled with energy. Every aspect of life is riddled with patterns...patterns of inspiration and patterns of drag or stuck-ness. Our players can want to win desperately, yet they may never get there due to patterns of self-doubt. This is where Inner Freedom and Environmental Design come together. This class will explore how conflicting intentions are reflected in the 9 Environments of YOU™ and how to articulate the pattern language to create freedom and possibility.

Big Breakthrough: The Environment Always Wins

Environmental design is essential to masterful coaching because the environment always wins! If you want your players to achieve the dreams of their lives then you **MUST** help them to design winning environments - environments that support them, inspire them and bring the dream to life.

An environment that is full of obstacles or missing essential support will make it impossible to sustain a winning effort. In fact, a poorly designed environment is what makes most dreams unachievable in the first place.

You will learn and practice several powerful methods for environmental design that will significantly expand your coaching mastery **AND** your player's results.

Success becomes sustainable when the environments support success **AND** make you feel fully alive. Being fully alive allows you to pursue a much bigger dream in life. And through these **BIG DREAMS** you evolve to your optimal potential and new levels of beauty, grace and greatness. This class will support you in taking the first crucial steps in the direction of living an inspired life each and every day where you play.

Big Distinction: World Power vs. Will Power

History is full of stories of individuals who achieved greatness by overcoming the environment. Through these stories we get the idea that the environment is something to

be overcome through willpower. While this is possible, it is NOT efficient - MOST of the time, the environment wins and the individual does not.

In this program you will learn a transformational framework - World Power. World Power means that you design an environment with the just the right balance of support and challenge for your player to grow and get results. It means that you see yourself as part of the environment and play with it and within it.

World Power Scan

The World Power Scan is a powerful tool that we will use to assess, design and then upgrade our 9 Environments.

Have you ever wondered why your players do not get the results they desire even though they are putting in tremendous effort? Are you sometimes wondering if a new strategy will even make a difference? You need more information to guide your efforts, and you know the secret to beginning this process rests in the world surrounding your player. This class will introduce the Personal Environments Scan, a comprehensive method which gathers information on the energetic assets, tolerations and conditions in your players 9 environments.

The World Power Method™ Nine Environments Scan

Name:
Your BIG Dream:

3 Power Patterns:

1

2

3



Memetic

Books, TV, radio, magazines, newspapers and internet



Spiritual

Deep connections, sacred space and nature



Financial

Money, wealth and budget



Body

Radiance, appearance and clothing



Relationships

Close friends, family and colleagues



Physical

Places, things and tools



Self

Strengths, talents and character



Network

Professional connections and greater community



Technology

Electronics, apps and virtual spaces



Relationships

The People In Your Life Every Day
CLOSE FRIENDS, FAMILY, AND COLLEAGUES

Recurring Activities	The Energy		Drains	Power Patterns
Person & Primary Conversation	Mood	Assets Deep Connection	Tolerations Not Asking, Not Sharing Unmet Expectations	Rate (1-5)
				1 2 3
				1 2 3
				1 2 3
				1 2 3
				1 2 3
				1 2 3
				1 2 3

Present patterns:

What is missing?



Physical

Every THING Matters
PLACES, THINGS, AND TOOLS

Recurring Activities	The Energy		Drains	Power Patterns
Place & Activity	Mood	Assets <small>Do I LOVE this thing? Every THING has energy</small>	Tolerations <small>Am I worthy of the best? Do I know what I want?</small>	Rate (1-5)
Kitchen				1 2 3
Bedroom				1 2 3
Living Room				1 2 3
Office				1 2 3
Car & Equipment				1 2 3
Present patterns:		What is missing?		



Network

Poeple You Know On A First Name Basis
PROFESSIONAL CONNECTIONS AND GREATER COMMUNITY

Recurring Activities	The Energy		Drains	Power Patterns
Influential Person & Conversation	Mood	Assets <small>Being Seen and Known</small>	Tolerations <small>Resist Standing Out Resist Participation</small>	Rate (1-5)
				1 2 3
				1 2 3
Communities & Conversation				1 2 3
				1 2 3
				1 2 3
Present patterns:		What is missing?		



Memetic

Cultural Norms

BOOKS, TV, RADIO, MAGAZINES, NEWSPAPERS, AND INTERNET

Recurring Activities	The Energy		Drains	Power Patterns
Information Source	Mood	Assets	Tolerations Information Overload Conflicting Values	Rate (1-5)
				1 2 3
				1 2 3
				1 2 3
				1 2 3
				1 2 3

Present patterns:

What is missing?



Financial

Freedom & Security

MONEY, WEALTH, AND BUDGET

Recurring Activities	The Energy		Drains	Power Patterns
Activity	Mood	Assets	Tolerations Not Up To Date Effective Use	Rate (1-5)
Banking & Paying Bills				1 2 3
Managing Cash Flow				1 2 3
Buying Things				1 2 3
Going to Work				1 2 3
Tracking Assets				1 2 3

Present patterns:

What is missing?



Self

Express The Real You STRENGTHS, TALENTS, AND CHARACTER

Recurring Activities	The Energy		Drains	Power Patterns
Talents, Values & Expression	Mood	Assets	Tolerations Fear of Arrogance Fear of Ridicule	Rate (1-5)
				1 2 3
				1 2 3
				1 2 3
				1 2 3
				1 2 3

Present patterns:

What is missing?



Spiritual

The Divine Connection DEEP CONNECTIONS, SACRED SPACE, AND NATURE

Recurring Activities	The Energy		Drains	Power Patterns
Practices	Mood	Assets	Tolerations Scarcity Consciousness Not Worthy of Divine Flow	Rate (1-5)
				1 2 3
				1 2 3
Sacred & Natural Spaces				1 2 3
				1 2 3
				1 2 3

Present patterns:

What is missing?



Body

The Moving Environment RADIANCE, APPEARANCE, AND CLOTHING

Recurring Activities	The Energy		Drains	Power Patterns
Area & Activity	Mood	Assets	Tolerations <small>Negligence Early Body Image</small>	Rate (1-5)
Strength (upper, core, lower)				<div>1</div> <div>2</div> <div>3</div>
Health				<div>1</div> <div>2</div> <div>3</div>
				<div>1</div> <div>2</div> <div>3</div>
Radiance				<div>1</div> <div>2</div> <div>3</div>
Clothes				<div>1</div> <div>2</div> <div>3</div>
Present patterns:		What is missing?		



Technology

The Tech Environment ELECTRONICS, APPS, AND VIRTUAL SPACES

Recurring Activities	The Energy		Drains	Power Patterns
Item or Space & Activity	Mood	Assets	Tolerations <small>Not Up To Date Effective Use</small>	Rate (1-5)
				<div>1</div> <div>2</div> <div>3</div>
				<div>1</div> <div>2</div> <div>3</div>
				<div>1</div> <div>2</div> <div>3</div>
				<div>1</div> <div>2</div> <div>3</div>
				<div>1</div> <div>2</div> <div>3</div>
Present patterns:		What is missing?		

How this program will make you a better coach

- 1) Your confidence as a coach will increase dramatically because you KNOW you have the tools to create sustainable success
- 2) The Toleration-free method is one of the BEST coaching techniques ever - players LOVE it
- 3) Understanding the power of the 9 Environments will give you endless new territory with a wide range of players
- 4) The distinction between will-power and world-power can bring powerful awareness and transformation especially for high-achieving (or burned out) players
- 5) The designing experiments coaching technique can often bring a light and creative approach to situations that may dire or overly difficult
- 6) Becoming more masterful with pattern language will enable to you coach in extremely high-end situations
- 7) The Environmental scan will give you a powerfully robust view of your player's situation in a very short period of time. This will dramatically reduce the times you are coaching in a dead-end situation (where the environment is so over powering that nothing else matters) and give you an immediate path to change by redesigning that environment with your player.

Peer Reviews

Linda Hamilton

I have had a player who has been stuck the last couple of calls on moving forward in an area, instead of creating an action plan at the end of this call, I brought up this whole idea of experimenting and environments, the light bulb went on, my player shifted in that moment to a much more resourceful, powerful, expansive, creative, energized place. It was incredible!

Rena Hedeman

I love the idea that willpower will eventually run out but if you can change someone's environment they will flower with "World Power". I have always been a person who used willpower to get through tough situations - you know the old "mind over matter" mantra. But after this class, I realized how important the right environment is and just how many types of environments there are! Maybe if I had realized this earlier in life, I wouldn't have felt the need to "tough it out" so often - perhaps I would have experienced more "flow"!

Lorenda Phillips

The environment always wins. Unbelievably impactful. I have been trying to alter some work behaviors, and will power has not been winning over environment. I see the same for players. Brilliant

Fundamental Coaching Theory

- 1) Any endeavor in life or business can be designed into a coach-able, win-able dream worth pursuing.
- 2) The purpose of coaching is to become more; to guide an individual or team to pursue their dreams better and achieve them on their own terms.
- 3) Masterful coaching is possible ONLY when the coach truly knows the dream the player is pursuing.
- 4) One of the 3 core pursuits of Coaching is the Pursuit of Personal Evolution. Designing a winning environment is the gateway to Personal Evolution.

The 3 Pursuits of Coaching

The modern coach must be aware of the core pursuits - most often unspoken - of anyone pursuing a BIG DREAM in life. And you must be highly aware of the key dynamic of each pursuit. With this understanding you can speak powerfully to the heart and soul of what people truly desire; All the while guiding them along in the day-to-day activities, opportunities, and setbacks that occur while pursuing their objectives.



1) The Diagram

The Venn diagram has three components:

- A) The 3 **Pursuits** (eg. Human Greatness)
- B) The **Key Dynamic** for each pursuit (eg. support / challenge)
- C) The 3 **byproducts** of these pursuits (eg. Mastery)

2) Human Greatness - Support / Challenge

This is the primary pursuit of coaching and where all coaching begins: with the desire to do something - or as I would say: "Play your game better and win on your own terms". Most people who hire a Coach begin with an achievement in mind. This is a great place to start AND greatness is more than achievement, it also includes mastery.

Another way of describing this is the distinction between what your player is doing and who your player is becoming. Greatness requires both doing and becoming.

Human greatness occurs when the player reaches a level in life where they go beyond personal achievement and lift themselves and everyone around them. Often you hear about a great player on a team who makes everyone around them better – even the other team! This is possible through coaching.

The essential dynamic is support and challenge. Human greatness only arises in the face of challenges. AND challenges are only overcome with lots of support. There is a delicate balance between support and challenge. As a Coach you must read your player and the situation on a moment to moment basis and know when to support and when to challenge. You will explore this dynamic throughout this program.

The biggest job of a Coach is to keep your player just outside of their comfort zone where they are facing challenges and overcoming them with your support and the support of others.

As I mentioned earlier, the Coach must constantly monitor the players situation to know when to support and when to challenge and this can change from one to the other in the middle of a session.

Human greatness is such a beautiful and moving thing to behold. Life is sweet. And as more people have a Coach in their life inspiring them in the pursuit of greatness - it will be even sweeter.

We call our method for this Coaching pursuit the Play Better Coaching Method TM which you will learn more about later in this chapter.

3) Inner Freedom – In/Out of the comfort zone

Inner Freedom is the place of fluidity and grace where the desired results occur as the natural byproduct of full self-expression. You are resourceful, resilient and responding to the moment. We call this state Inner Freedom – where your energy is aligned and flowing freely toward your heart's desires. In any challenging and worthwhile dream these

moments happen once in a while and they are made precious by lots of other moments of where the flow is blocked by inner resistance.

A simple formula: Skill X Freedom = Results

An essential purpose of energy Coaching and the Inner Freedom method is to help your player experience more freedom more often. We do this by providing them with the awareness to notice when their freedom is blocked and tools to get them back into it.

The thing that is flowing is energy in the form of feelings, emotions, thoughts and actions. Flow happens when your energy is aligned on a clear intention and there are no blocks or leaks.

The Dynamic Balance: going in and out of The Comfort Zone

The way to keep growing in a healthy way is to play just over the edge of your comfort zone; where the actions you need to take to be successful are outside of the realm where you have total certainty; where the outcome is a bit mysterious. As a Coach, you need to master the ability to guide your player into this "sweet spot" of growth on a regular basis - otherwise they will get bored!

At the same time, most people really resist stepping out of their comfort zones! Why? Because it is uncomfortable! (duh!) and we have all been trained to stay where it is safe and comfortable.

So you need the ability to challenge your player out of their comfort zone in pursuit of their dream. Then you need the ability to help them expand their capabilities so that they become "comfortable" in the bigger zone. Then you start the cycle all over again!

4) Personal Evolution – Adapting / Reflecting with Environments

Personal evolution is the "Big Picture" pursuit of the coaching industry. Our ultimate purpose as a community is to forward humanity one person at a time. It is an extremely compelling and passion sparking notion. This is what Thomas was playing for every day in everything he created for the Coaching community.

This pursuit speaks to the interconnectedness of all things. The inner environment is made up of your values, beliefs, emotions, character and ideas. The outer environment is made up of people, places and things.

Both the inner and outer environments occur in patterns and can be designed using pattern language. A theory originally developed by Architect / Philosopher Christopher Alexander.

The key dynamic is the interplay between our reflecting and adapting to our environments. We know that humans are both adapting to the world around them AND creating the world around them as a reflection of who they are.

As a Coach we help our players find their place in the world. Then we help them design the world so that the environment pulls them toward the vision of who they wish to become.

Other ways of describing this pursuit are conscious evolution and transformation.

One of our coaching mantras is: The Environment ALWAYS Wins.

(so it's best to have it on your team!) As a Coach you help your player become highly aware of the obvious truth: What we can do is a function of our environments AND who we become is a function of our environments. With this truth as a backdrop they begin to notice that everything around them matters. Everything within them matters.

In the pursuit of Personal Evolution there are times when it is wise to focus on the environments that you are in and upgrade them to be a better reflection of who you want to become. At other times it is wise to move yourself into a totally new environment and adapt to. Sometimes it is best to persist in an environment and learn from it because it is a reflection of you. Other times, you just have to get out of there.

As a Coach you see the dynamic balance between reflecting and adapting and guide your player to make wise choices based on the interconnectedness of all things and experiences.

This brings a deep feeling of peace that can quickly restore our energy for pursuing the dreams of our lives.

We call our method for this pursuit the World Power Coaching Method and we make great use of Thomas' Nine Environments of YOU™ model which you will learn more about later in the playbook.

5) Mastery

When you combine the pursuit of human greatness with the pursuit of inner freedom you get the experience of Mastery. A Coach is always aware of helping the player become more masterful with the skills and strategies of the game

6) Awareness

When you combine the pursuit of inner freedom through energy awareness with the pursuit of personal evolution through environmental awareness what you get is expanded awareness. The more you are aware of, the better you will pursue any dream.

7) Sustainability

When you combine the pursuit of human greatness with the pursuit of personal evolution you get sustainability; where the player stays connected to the world and continues to play at a high level.

Chapter 1 – Design Your Academy of Becoming

1.1) Environmental Theory Overview

1) Our relationship with the Environment is 2- way

We are always adapting to the world around us

AND

Overtime the world around you is a reflection of YOU

Typical example is - going to a workshop

You go to the work shop

you get very excited about everything

you think: "I have really changed"

I can't wait to get to home and put this into action

BUT - typically what happens?

2 weeks later... you can't even remember the workshop!!

How would you explain this using these 2 concepts?

a) When you were at the workshop, you ADAPTED to the environment. You thought you changed, but really you were just adapting to what was around you

b) Then you went home. Your home is a reflection of who you have been in the past. YOU quickly ADAPT to that environment and become just what you have always been.

Maybe a few new, interesting ideas, but nothing really changes

UNLESS, you immediately put what you have learned into your environment at home/office

Have you ever had an experience similar to this?

Question: Share an example where you have adapted to the expectations of an environment?

Question: If that example was “away from home” what happened when you went back home?

Our relationship with our environment goes very deep – right to our genes!

“Research in epigenetics has identified many of the biological mechanisms that control gene expression. [...] The methyl molecule sculpts the body, including the brain. Such insights put to rest the century-old debate on nature versus nurture: do our genes or our experiences determine who we become? That debate turns out to be pointless, based on the fallacy that our genes and our environment are independent of each other; it’s like arguing over which contributes more to the area of a rectangle, the length or the width.” -

Goleman, Daniel. Social Intelligence (p. 150). Random House Publishing Group. Kindle Edition.

2) The Metaphorical meaning of everything is pounding your nonconscious mind

There is meaning behind everything in your environment.

Consider the pile of unfinished things sitting in the corner. You may be able to "ignore it" consciously and NOT think about it. But the metaphorical meaning is there all the time programming your nonconscious mind.

The metaphorical meaning will be different for different people. for example:

- You don't have your act together
- You have not organized your life to take care of things
- You don't deserve a place free of messes
- You are missing an opportunity buried in this pile

Question: Think of a "mess" in your physical environment. Practice "giving voice" to the mess. If the mess could talk, what would it say about you? Or To you?

1.2) Pattern Language Theory Overview

A **pattern language** is a phrase that captures the pure essence of an place or an experience.

It was originally defined by Architect Christopher Alexander in "A Timeless Way of Building" as a way to teach people how to design homes, neighborhoods and cities that were full of life.

In class we will discuss an example: "comfy chair by a window."

Patterns can create aliveness or deadness

For example if you walk into a room with a comfy chair by the window you naturally go to the chair.

But if you walk into a room with comfy chair NOT by the window - when you walk in the room you are thrown into chaos!

you want to sit in the chair

you want to look out the window

but the pattern of the room does not allow it - so your "BEING" is not at ease in that room - it makes you feel slightly dead

Patterns have literal meaning and metaphorical meaning

There is an example that came up in a Personal Environments live event where we were talking about a comfy chair by the window as a metaphor. A woman stood up and explained that her boyfriend is a comfy chair that is NOT by the window!

He is my comfy chair - but he is never going to be by the window - this has put my life into deadness.

Where do you have a comfy chair that is NOT by the window in your life??

Another example: coaching proficiency - engages in provocative conversations

You know it when you feel it.

The phrase captures the essence of the coaching experience

Question: Think of the Power Pattern of a Comfy Chair By the Window as a metaphor for a situation in your life. Where do you have a comfy chair by the window? Where do you have a comfy chair that will NEVER be by the window and as a result you experience inner conflict?

1.3) Step 1: Design Your Academy of Becoming

The first step of the Method is called Design Your “Academy”. You imagine that you are creating a success academy for someone to become great at your dream; a place where YOU feel alive and the dream is really alive. And you become a great person naturally just BEING in this environment and responding to everything that is happening around you.

What would be the elements of a great "Academy"?

Remember from our Environmental Theory that you are always adapting to the environments around you.

There are three fundamental questions in this step:

- 1) How would you describe an EXCELLENT pursuer of this dream?
- 2) What makes you feel alive?
- 3) What and Who do you want in your academy?

Question: How do you feel about the concept of designing an academy for your game?

1.4) Step 2: Create “Power Patterns”

Think of Power Patterns as a “Style Guide” for your SUCCESS ACADEMY. They help you make good decisions about what should be included and what should be taken out of your environment.

Another way to think of pattern language from Christopher Alexander: "Suppose I want to understand the 'structure' of something. Just what exactly does this mean? It means, of course, that I want to make a simple picture of it, which lets me grasp it as a whole. [...] I want to paint this simple picture out of as few elements as possible."

In our case we're using a few words as possible to help us grasp the pattern before us (or our player).

Based on the BIG game you want to play, who do you need to become to be a GREAT player of this game?

You will design 3 or more Power Patterns to place in the environments.

A pattern language is a phrase that captures the pure essence of an experience.

You know it when you feel it.

Winning pattern language is a co-creation between the player and the coach.

Power Patterns

3 BIG QUESTIONS...

- Who do you want to become?
- What makes you come alive? (the feeling of being alive)
- What is needed to play your big game with excellence?

Then

- 1) share and listen
- 2) co-create & facilitate
- 3) listen for energy; for the alive feeling
- 4) collect words and phrases

Next...

- 1) Put together 3-word phrases

Each with energy, emotional zest

- 2) Ask: does it feel right??
- 3) Test 3 phrases

examples...

- OOZING VIBRANT ENERGY
- ABUNDANT MARKETING PARTNERSHIPS
- CREATIVELY SHARING WISDOM

Question: Share an example of a Power Pattern for your SUCCESS ACADEMY.

Chapter 2 – The World Power Scan

2.0 Class Group Exercise

Question: name a few “Power Patterns” that you recognized since our last class together.

2.1) Willpower vs. World Power

Willpower is limited. Eventually you can’t do it anymore. Also, will power is limited to the power of your conscious mind.

World Power is unlimited; the world just keeps going. Also remember that the World (environment) around you is what “programs” your non-conscious mind. So World Power and your Non-Conscious mind play together in a powerful way WAY beyond what your Conscious mind can do.

Question: What have you been trying to accomplish using willpower that you can experiment with World Power instead?

2.2) 9 Environments of YOU™ review

The 9 Environments of You™

Memetic Environment - Ideas

Financial Environment - Money, Wealth and Budget

Relationship Environment - Close friends, family and close colleagues

Network Environment - Professional Connections, Greater Community

Physical Environment - Places and Things

Body Environment - Your Energy, Appearance and Clothing

Self Environment - Strengths, Talents and Character

Spiritual Environment - Deep Connections, Sacred Spaces, Natural Spaces

Technology Environment – Electronics and Virtual Spaces

Question: Which environment offers the richest opportunity for a breakthrough for you and why?

2.3) Pattern Language

Pattern Language is used in the creation of **Power Patterns** to define who we are becoming, and also in **Present Patterns** to define what is around us.

The difference in the words we choose to identify our Present Patterns and our Power Patterns brings to light the **Performance Possibility Gap** in that aspect of the environment.

So, A Present Pattern is fairly easy to identify:

Present Pattern explained in TTWOB P.81-82 “I hope to find a picture [...] which will, in some rather obvious and simple sense, account for the outward properties, for the pattern of events of the thing which I am studying.”

As you go through this method with your players, you will look at the environments around them, and name what is seen as simply as possible.

Then you'll ask them if what's there (the Present Pattern) is truly supportive of their Big Dream.

You'll also compare what is seen to the Power Patterns of their Academy of Becoming.

That comparison will bring to light the Performance Possibility Gap for your player.

So we'll be using Pattern Language to create **Power Patterns** that bring to life what we want to see in the world.

The following quote helps us to realize the importance of understanding the **Pattern Language** we and our players use. Patterns already exist (Present Patterns), and they inform what we want to create (Power Patterns).

Share from TTWOB P.247 – “The pattern is, in short, at the same time a thing, which happens in the world, and the rule which tells us how to create that thing, and when we must create it. It is both a process and a thing; both a description of a thing which is alive, and a description of the process which will generate that thing. Patterns can exist at all scales.”

2.4) Step 3: Scan Your Environments

This is a powerful tool for you to use first for yourself and then with your players to take a detailed look at the nine environments.

Key Points of Theory:

1) Everything has Energy

- every little thing will either give you energy or drain your energy; there is no neutral.
- you are an energy sponge
- attraction - you are always attracting like energy
- reflection - everything you see is a reflection of your energy

2) Environments Have Patterns

An environment is mostly defined by the patterns of action that happen in that environment.

In most environments - the same things happen over and over again. This is not good or bad - it just is.

The key is to recognize the pattern and see if it serves your purposes.

Example: you know what kinds of activities that happen in your kitchen every day; it is the recurring activities that make a place what it is. A kitchen is a kitchen because food activities happen there.

3) The environmental Scan

Let's do an example using Relationship Environment Scan:

Identify 5-7 most important people in your world - your inner circle - people you are engaged with almost every day.

Pick one person; I will go through the steps.

What is the primary conversation? What are you talking about?

What is the energy / mood between the two of you?

What assets do they bring to your dream?

Are there any blocks in the energy?

Say: now pick one of your power patterns. and rate this person on a scale of 1-5 for that pattern.

do you see this pattern in them?

-> What is the present pattern? Try to name it.

Hint: compare them to the power pattern for ideas.

Who will you become if you adapt to this present energy?

What is missing?

How can you represent your Power Patterns with them?

You get the idea: we will go through this for each environment as we go through the program.

2.5) Step 4: Name the “Present Patterns”

At the end of the scan for each environment there is a space to name the present patterns.

If you continue to spend time in this environment the way it is, who will you become?

Present Patterns

2 BIG QUESTIONS...

- Who will you become?
- Compare it to a related Power Pattern and create a name to accentuate the differences

Then

share and listen

co-create & facilitate

listen for energy; for the feeling

collect words - phrases

put together 3 word phrases

each with energy that captures the essence of what is there

use judgment free awareness – it is what it is. Just name it.

Humor helps!

Test a few phrases

Chapter 3 – Identify and ZAP Tolerations

3.1) The Environment Always Wins

The work of architect philosopher has been a powerful influence in the world of environmental design. Consider this section of “A Timeless Way of Building”

"We know now, that every building and every town is made of patterns which repeat themselves throughout its fabric, and that it gets its character from just those patterns of which it is made.

Yet it is obvious, intuitively, that some towns and buildings are more full of life and others less. If they all get their character from the patterns they are made of, then somehow the greater sense of life which fills one place, and which is missing from another, must be created by these patterns too.

How do patterns create this special sense of life?

They create it in the first place, by liberating man. They create life, by allowing people to release their energy, by allowing people, themselves, to become alive. Or, in other places, they prevent it, they destroy the sense of life, they destroy the very possibility of life, by creating conditions under which people cannot possibly be free.

A man is alive when he is wholehearted, true to himself, true to his own inner forces, and able to act freely according to the nature of the situations he is in.

To be happy, and to be alive, in this sense are almost the same. Of course, a man who is alive, is not always happy in the sense of feeling pleasant; experiences of joy are balanced by experiences of sorrow. But the experiences are all deeply felt; and above all, the man is whole; and conscious of being real.

To be alive, in this sense, is not a matter of suppressing some forces or tendencies, at the expense of others; it is a state of being in which all forces which arise in a man can find expression; he lives in balance among the forces which arise in him; he is at peace, since there are no disturbances created by underground forces which have no outlet, at one with himself and his surroundings.

This state cannot be reached merely by inner work!

There is a myth, sometimes widespread, that a person need do only inner work, in order to be alive like this; that a man is entirely responsible for his own problems; and that to cure himself, he need only change himself. This teaching has some value, since it is so easy for a man to imagine that his problems are caused by "others". But it is a one-sided and mistaken view which also maintains the arrogance of the belief that the individual is self-sufficient, and not dependent in any essential way on his surroundings.

The fact is, a person is so far formed by his surroundings, that his state of harmony depends entirely on his harmony with his surroundings."

QUESTION: *What are your thoughts about this idea?*

QUESTION: *Think of a place where you feel fully alive. Describe the feeling of being fully alive. Hint just let words come out, it doesn't have to make logical sense.*

HINT: It is absolutely essential that you **KNOW** deeply your own Fully Alive feeling. This is how you will know when an environment that you create for your Academy is right for you.

3.2) The Physical Environment

Remember that each environment is primarily defined by the recurring activities that happen there AND the energetic quality of the elements and experiences there.

The Physical Environment of YOU is about places and things.

Important places include:

Home in general

Kitchen

Living Room (different people have different names for it)

Bedroom

Bathroom

Home Office

Car

Office at place of employment

Important things include:

Equipment

Furnishings

Tools

Decorations

Question: What can a strong positive physical environment do for your dream?

How to scan the physical environment

- 1) Recurring Activity: what happens in each place- over and over again?
- 2) Mood: How do you feel there? What is the energy or mood?
- 3) Assets: How does this place or thing serve your dream?
- 4) Tolerations: Is there anything in this environment that is draining your energy? Anything messy, broken, incomplete?
- 5) Anything Missing? what do you need that you don't have?
- 6) Compare each place or thing to your Power Patterns - scale of 1-5
- 7) Name the Present Patterns

Question: What are the typical inner blocks individuals face in designing their physical environment?

3.3) Step 5 - Identify Tolerations: Consider the source and meaning of each one

How to understand the purpose and cost of tolerations in our 9 Environments.

What is a toleration?

- 1) Anything that drains your energy.
- 2) Anything that is broken, messy.
- 3) Something important that is missing.
- 4) When you have tolerations, you are NOT FULLY PRESENT; As Christopher Alexander said, your inner forces are blocked in some way. Zapping them will liberate your inner forces.

Question: What is an example of something you are tolerating in your physical or relationship environments?

Question: How can tolerations serve us in some strange way?

- They keep us slowed down. and sometimes going fast is not a good idea - especially if you don't know where you are going! They occupy us when we are not clear about our purpose.
- They can keep us playing small - and we have an inner conflict with being BIG - If you have taken the Super Conductivity / Inner Freedom program you know about core intentions. this is the environmental version of this idea.
- They can keep us in our comfort zone; the frustration of the toleration is more comfortable than being free to play big in the world

Question: Why is it important to consider the source or purpose of a toleration before zapping it?

- Everything around you is a mirror into your non-conscious mind.
- Tolerations reveal inner conflict between your non-conscious mind – who you were programmed to be, and who you now want to become for the purpose of pursuing a bigger dream. Take a good look and gain awareness.

Question: What are some questions we can ask to find the purpose of a toleration?

ASK: How might this toleration be serving you in some strange way? keeping you safe, keeping you small?

ASK: What is the metaphorical meaning of this toleration? What is it saying to you? Why do you keep this message near you? Did someone you love say something like this to you?

3.4) Step #6 – ZAP Tolerations: Fix, clean, find what is missing

How to ZAP TOLERATIONS

There are several ways to ZAP a toleration

1) Fix something broken

- Put a button on the coat
- Call someone you said you would call but didn't

2) Clean up a mess (physical or conceptual)

- Clean the closet
- Talk to your brother about that thing that happened

3) Put in something that is missing

- I need a new blender - GET ONE
- I need a friend who is successful in business - GET ONE

The BIG IDEA:

1) Recall the dream, and what it needs

2) Make a list for the week ahead

3) Have fun doing it – be creative in how and when you get it done

Chapter 4 – Conduct Experiments

4.1) Revisit Step #2: Create Power Patterns

Quick check in.

Remember, you can keep sharing your power patterns when you talk with your colleagues.

Keep upgrading and refining the language as you apply them to your environment and discern if the language really does bring you to life!

Question for dialogue: What have you learned about your Power Patterns?

Practice saying them with slightly different words to see which phrase has the most power.

4.2) Step #7: Conduct Experiments

Experiments are essential to becoming better at creating the new results that you desire.

Key attitudes needed to design experiments

- YOU are the experiment - you are in the petri-dish
- curiosity
- playfulness
- not attached to outcome
- some experiments take time - give it time
- high intention with no expectation

The benefits of doing experiments?

- the "wonder" of not knowing (Ha!)
- you might discover something new
- without a big commitment
- you evolve in unexpected ways as you adapt to new places and things

The challenges we face in conducting experiments...

- the need to get it right
- hate making mistakes
- "do it right the first time"
- hate not knowing how to do something
- "don't make messes"

- the unknown - not knowing the result
- the cost in time and price
- desire to avoid disappoint in the results
- fear of people thinking poorly about you

Experiments are one IMPORTANT way we PUT Power Patterns into our environments

- This is a highly creative exercise that is done through experiments
- E.g. Physical environment - get a thing or picture that has the essence of the pattern
- E.g. Relationship environment - find a person(s) who has this essence for regular connection

Examples of experiments in the physical environment?

- put a "thing" that represents a power pattern on your desk
- try taking things out of your space and see if you miss them
- look at each thing and ask:
do I LOVE this thing?
does it match my new patterns?
what pattern DOES it match?

A quick distinction: challenge vs. obstacle

They have similar meaning but we make a distinction to help with environmental design.

challenges help you become a better player

vs. obstacles cause unnecessary problems

An example from soccer:

If you are playing soccer and you want to score a goal and there is a defender from the other team trying to stop you, that is a challenge. It will help you become a better player.

If you are playing soccer and you want to score a goal and there is a big hole in the field that you have to avoid so that you don't break your ankle, that is an unnecessary obstacle. It can only hurt you.

We are so used to the general mentality that we need to overcome obstacles in order to succeed. That we think that is just the way it is.

What do you need in the ideal environment for you to become a great pursuer of your dream?

- other people at all levels; some better, some equal, some lesser
- challenges that cause you to step up your pursuit
- support when you are feeling down
- lots of opportunities to practice what you are learning

Conduct experiments that bring these elements into your academy!

4.3) The Relationship Environment

We explored the relationship environment a little bit when we first introduced the Environment Scan. Now we will go deeper in the **Relationship Environment - Your Intimacy Circle**

Remember, the relationship environment is the 7-15 people who you interact with almost every day. People you live with, close colleagues in your job or project, close friends, close family.

Question to consider...

Why do you think the relationship environment is so influential on our ability to play big?

Look at your Relationship Environment and your dream - there are a few questions to explore.

- Does each person know the dream that you are pursuing?
- Are they supportive? or is there subtle lack of support? not sure?
- do they challenge you in a healthy way?

Example: the woman pursuing in a business dream; what about your husband?: "oh, he is totally supportive".

Then I ask: what about going to an evening networking event: "oh no, my husband expects me to make dinner for him every night." What? That is not total support.

example: partner is "totally supportive" of new business; but then when one month the \$\$ is not the same as before they say "you need to go and get a job. Forget these foolish plans";

That means they are NOT totally supportive; they are providing conditional support at best.

Examples of tolerations / energy drains in the relationship environment?

- Broken promises
- unfulfilled expectations
- missing support
- the unspoken

Examples of experiments in the relationship environment?

- try being more assertive than you usually are: ask for what you REALLY want
- be completely honest

- listen more vs thinking of what to say
- purposeful in acknowledgements with everyone
- noticing assumptions
- clear communication

Additional Relationship Experiment Ideas...

boundaries - how to set them in a graceful, respectful manner

How I would like it to be; what is ok around you; what is NOT ok around you

example: the friend who drinks too much when you have dinner together

making clear requests - ask for what you want / need

clarify expectations - people know exactly what was expected by when

bold conversations - the courage to say what needs to be said

judgment-free awareness - nothing is wrong with them AND something is not working

navigate via curiosity - be curious about their perspective on things

respect the persons humanity - you are not here to tell them how to live

acceptance - allow people to be as they are / were

find common ground - rather than focus on differences

Chapter 5 – Enter New Territories

5.1) The Principle of Reflection – Your World is a Mirror

Your 9 Environments present to you a reflection of WHO you ARE. They show you your values and choices - mostly your non-conscious choices.

BIG POINT – Non-conscious does NOT mean BAD. The truth is most of the people and things around you are there from a LOT of choices you have made based on how things felt - which is beneath the conscious level.

So... looking at EVERYTHING and EVERYONE in your environment is a way to see how your non-conscious – “feeling mind” is operating. And you will see the outcomes of some of your conscious choices as well.

Question: So, what does this mean to you? As a player? As a Coach?

You could also say that your 9 Environments present a reflection of who you HAVE Been. And who you will become.

Question: How do you relate to your environment as a historical record?

Question: How do you relate to your environment as a future predictor?

Here is a provocative question to consider: Do you like keeping your past around you?

It is a powerful use of your conscious mind
to design your environment
for who you are becoming.

- Often we hold onto things from the past and this keeps US locked in the past.
- It is a creative act to keep designing for who you want to become using Power Patterns

5.2) Step #8: Enter New Territories

How to enter New Territories.

This is also coaching proficiency #12.

The difference between an experiment and a New Territory is this:

An experiment is trying something new in an area you are already familiar with.

A New Territory is going into a NEW area. You could also think of it is a REALLY BOLD experiment.

So for example, next we are going to explore the Network environment.

An experiment might be trying something new with a group you already participate with.

A New Territory might be going to a meeting held by a group you have never participated with before.

Question: What does Enter New Territory Mean to you and why is it important?

- Broach a new topic
- Expand possibilities
- Educational Tools : Principles, Concepts, Models
- Awareness-Building Tools : Distinctions, Strategies, Segues
- Discovery Tools : Assessments, Exercises, Questions
- It is useful when your player is : going in circles, complacent, predictable
- Move to a new level
- Suggest something outrageous and see what they say
- Offer a different perspective
- Instead of solving a problem -> enter a new territory

What are examples of New Territories we can explore?

- States / Feelings
- New Places
- Ways of Thinking Paradigms
- Ways of Prioritizing / apply new values
- Set new standards
- Add new Capabilities
- New Lifestyle choices
- Areas of Knowledge
- Revenue Models
- Self-Understanding
- Order of Magnitude
- Legacy

5.3) The Network Environment

Network Environment: The Environment of Opportunities

7-10 Influential People (you know them & they know you on a first name basis)

2-3 communities you participate in

Question: What can a strong network environment do for your dream?

KEY POINT: The Network Environment is all about Opportunities

- support / answer for questions
- more connections
- Opportunities come to you. If meaningful opportunities are coming to you, your network is strong. Otherwise it is not.

Question: What does influential mean?

create opportunities for you / take away opportunities from you

- a) Introduce you to people
- b) They are respected: their introduction makes things happen

How we define community

- shared value: church community
- shared intention: chamber of commerce
- shared interest: fan of a sports team or hobby
- shared experience: alumni of a college
- shared geography: live in the same neighborhood

MISSING

- I don't know influential people
- I don't have communities

What are the typical blocks individuals face in building up their network environment?

- Not feeling worthy of connecting
- Not knowing your own value - or how to be creative in creating value
e.g.. Dave and Thomas: my "not understanding" was an asset to him
- We underestimate the value of receiving; we don't appreciate that we make it easy for the other to contribute which feels good
- Not wanting to stand out - be bold - be a target by Being seen - Being known - Participating fully
- Hesitant to really participate for fear of making a public mistake
- The uncertainty / anxiety of being fully oneself

Plus all of the personal relationship tolerations can apply here as well:

- Broken promises
- unfulfilled expectations
- missing support
- the unspoken

Question: How can you assess the "mood" of a community?

- You go to their typical meeting place and look around
- you meet the key leaders and get a read on their situations
- You talk with members at events and ask them provocative questions about the "energy level"

What are examples of experiments in the Network Environment

- Contact an influential person you know and boldly share with them about your big dream
- Contact an influential person you know and create an alliance
- Contact an influential person you know and find out what their BIG dream is
- Contact an influential person you know and tell them about your academy of becoming

What are examples of New Territory in the Network Environment?

- Find a new community and attend an event - be assertive about meeting people
- Reach out to an influential person that you do not yet know and request a meeting
- Reach out to an influential person you DO know and ask to be connected to a connected colleague

Chapter 6 – Respond to Your Environments

6.1) World Power Step #9: Respond to Your Environments

Remember the basic truth that as humans we are constantly and naturally adapting to our environments? Well now that your players environment is designed with the Power Patterns of who they want to become, you can just let nature take its course! Well, not completely but that is the basic idea. There will still be a lot of coaching involved because responding to environments presents its own challenges.

Question: Describe a situation in the last few weeks where you **ALLOWED** yourself to be pulled by your **NEW** environment?

Evolutionary Progression:

Over react -> react -> respond -> OVER Respond

Thomas Leonard was quite fond of these distinctions and spoke about them often. Thomas' idea was that if you consistently over respond your problems disappear and you are free to create.

Example: You are cut off while moving slowly in traffic on the highway.

Over React

Get out of the car and bang on their window

React

Hit the horn; shake your fist at them

Respond

Observe what has happened and say your peace mantra

Responding is a more "thoughtful" reaction"

Over Respond

take mass transit

get a chauffeur

move to Montana

Over responding is being pro-active in the way you design your environment

IMPORTANT: construct an example from your life

What happened?:

Over-react...

React:

Respond:

Over Respond:

6.2) Revisit the World Power Method™

Everything in your 9 Environments is part of your Success Academy (Academy of Becoming)

Power Patterns are the “style guide” for your academy

Zapping Tolerations - conducting experiments and entering new territories is how you build your academy

For each step share what you have learned about the step by doing it.

Step #1: Design your Sustainable Success Academy of Becoming

Step #2: Create Power Patterns for who you will become

Step #3: Scan Your Environments

Step #4: Name the present patterns

Step #5: Identify Tolerations

Step #6: Zap Tolerations

Step #7: Conduct Experiments

Step #8: Enter New Territories

Step #9: Respond to your environments

Question for dialogue: be prepared to share what you have learned about each step!

Responding to your environments – that is how you BECOME a great player

Question: What have you learned so far about scanning your environments to update your Personal Success Academy?

6.3) The Memetic Environment

The Memetic Environment is the central hub of our 9 Environments.

The memetic environment is the environment of ideas

This includes information, beliefs, values

a meme is an idea that lives in your mind; it wants you to spread it to other minds

When we talk about the memetic environment we are NOT talking about the ideas that already living in your mind, we are talking about the ideas and messages swirling all around you trying to get in!

We are exposed to memes in so many ways

websites

blogs

magazine covers

newspaper

radio - talk shows, programs, news

Television - news, shows

books

billboards

music

Facebook

Note: Memes are also spread through the people in your relationships and network environments. Here we are focused on the memes from outside of those circles.

Ultimately ALL memes come from people

Question: What can a strong positive memetic environment do for your dream?

Chapter 7 – Returning to Your Academy

7.1) Revisit Your Sustainable Success Academy of Becoming

Revisit Step 1: Design Your Academy and Step 2: Create (update) Power Patterns

What have you learned about Steps #1 and #2 so far?

Everything in your 9 Environments is part of your Success Academy (Academy of Becoming)!

Power Patterns are the “style guide” for your academy

Zapping Tolerations - conducting experiments and entering new territories is how you build your academy

Responding to your environments that is how you BECOME a great player

Question: What have you learned so far about designing and living in your Personal Success Academy?

7.2) Recognizing the power of patterns: What makes you come alive?

What makes you come alive?

This is the key question when we look at patterns in the environment.

If you remember from our conversation early in the program, we spoke about Pattern Language and the impact of the environment on us to either create a feeling of harmony and aliveness OR a feeling of conflict and deadness.

Remember the “comfy chair by the Window” pattern that creates harmony and aliveness - The comfy chair NOT by the window creates conflict

Comfy chair NOT by the window - when you walk in the room you are thrown into conflict. you want to sit in the chair

you want to look out the window

but the pattern of the room does not allow it - so your "BEING" is not at ease in that room

Then remember the example of the woman who saw this pattern in her relationship. Her boyfriend was a comfy chair that was never going to be by the window. So her BEING was in conflict in the relationship.

This is an example of how a pattern language can capture the essence of an experience.

BIG QUESTION:

What have you experienced so far in seeing how patterns in your environments can create harmony and aliveness or conflict and deadness?

7.3) The Financial Environment

The financial environment is the freedom and security environment

We are “economic beings”! In addition to a logical, emotional and spiritual being

- You are an accumulation of wealth
- You add value to the community
- You buy things, services and experiences from the market place
- Your Economy is tied to your survival
- Your Economy is your “station in life”

The Financial Environment is made up of:

- Your income
- Your spending
- Your savings
- Your budget
- Your investments
- How you FEEL about money

Question: What can a strong positive financial environment do for your dream?

Chapter 8 – Your Non-conscious Mind is Being Programmed by Metaphor

8.1) Your Non-conscious Mind is being programmed by metaphor (ALL THE TIME)

The metaphorical meaning of everything around you programs your Non-conscious Mind

- Your Non-conscious mind is being pounded by the metaphorical meaning of everyone and everything around you during every moment. Your conscious mind only processes a VERY small percentage of what you see and experience. BUT your non-conscious mind absorbs EVERYTHING.
- There are studies now that show that even when you are asleep the environment influences your brain wave patterns
- When we say “programmed” we mean like a system that runs on autopilot - your non-conscious mind is your autopilot.
- In this manner, your environments are forming you into something with no conscious effort on your part.
- The non-conscious mind works in pictures not words or logic. So it is the metaphorical meaning (the FEELING) of everything that gets into you, NOT the logical meaning you would think or describe.

8.2) Revisit Scanning Environments and Present Patterns: Steps 3 and 4

For each step share what you have learned about the step by doing it in your own life AND with your players.

Revisit Step 3: Scan Your Environments

SHARE what you have learned about scanning your environments:

As a reflection of who you are?

As a predictor of who you will become?

Revisit Step 4: Name the present patterns

Naming the “Present Pattern” is a way to see the contrast between “what is” and the desired “Power Pattern”

- When you put language to it, you SEE it; become conscious of it
- Seeing the present pattern is how you are currently being programmed
- Provides energy to put the Power Patterns into the Environment quickly
- It is starting point - for reference to growth

One way to look at the Performance-Possibility Gap from Play Life is to look at the gap between the Present Patterns and the Power Patterns of your player.

BIG QUESTIONS

How do we find the right words for the "Present Pattern"?

In The Timeless Way of Building, Christopher Alexander writes "The search for a name is a fundamental part of the process of inventing or discovering a pattern."

8.3) The Self Environment

The Self environment is about talents, values and habits and how you express them

- Your SELF is an environment - you are NOT SET in a certain way
- You can design your SELF

Talents

- Natural things you do with ease
- Skills you have honed
- Things you enjoy doing because you are good at them
- "Strength Finder" assessment is a popular coaching tool

Values

- What is most important to you.
- You have inherited values from your environment - what you were told to think is important -> Are they true to your core?

Habits

- It is very useful to identify your habits and evaluate if they serve your new dream or not
- Things you do every day:
brush your teeth when you wake up
prepare food in a certain way
the way you react to certain situations
drink a glass of wine after work

Question: What can a strong positive Self environment do for your dream?

Chapter 9 – Tolerations

9.1) Revisit Tolerations – Step 5

Revisit Step 5: Identify Tolerations: Consider the source, purpose & meaning of each one

Think about the environments that we have explored so far:

Physical – Relationship – Network – Memetic – Financial – Self

For the following, share the source, purpose & meaning of each:

Share an example of a toleration - A Mess - that you have zapped

Share an example of a toleration – Missing – that you have zapped

Share an example of a toleration - A Mess - that one of your players has zapped

Share an example of a toleration - Missing - that one of your players has zapped

9.1) Revisit Tolerations – Step 6

Step 6: Zap Tolerations = Fixing – Cleaning – Missing

What have you learned about fixing and cleaning tolerations?

What have you learned about filling in missing tolerations?

What have you learned about the relationship between tolerations and energy?

9.3) The Spiritual Environment

The Spiritual environment is about Oneness practices and Sacred Spaces (including Nature)

Oneness Practices

- Meditation practice
- Mindfulness practice (e.g. gardening)
- Journal writing
- Prayer
- Rituals
- Walking Meditation
- Morning pages (Julia Cameron)

- Holosync - Tones that put you into an alpha state
- Guided meditation
- Yoga
- Reading spiritual texts

Sacred Spaces

- Temple
- Church
- altar in your home
- any place in your home for your spiritual practice
- A meaningful picture

Nature Spaces

- These can be existing places like Ocean beaches, Mountains, Forests, Lakes, Parks
- These can be places you design like a garden

Question: What can a strong positive Spiritual environment do for your dream?
Why is Nature so important to feeling alive?

Chapter 10 – Experiments and New Territories

Supporting Players in the Growth Zone

10.1) Revisit Experiments: Step 7

Revisit Step #7: Conduct Experiments

What have you learned about Step #7 so far?

- Consider Coaching Proficiency: Navigate Via Curiosity. Curiosity is an essential ingredient for experimentation
- **It is a way to get around perfectionism** which is rampant in our lives!
We were trained to get it right the first time
We were immersed in the Industrial Age concept of Zero-defect mentality (great for making cars; terrible for living life)
We had a lot of tests at school where you have to give the right answer!
- It will often push your player to edge of their comfort zone
- It can engage a sense of FUN and spirit of play if you maintain judgment-free awareness

Key Questions:

What have you learned about experiments from your personal experiences in this program?

10.2) Revisit New Territories: Step 8

Revisit Step #8: Enter New Territories

Remember that entering new territories is when you do something, go somewhere, consider a framework for the very first time.

*Share an example of a new territory you have entered.
Did you experience resistance? Wonder?*

Now consider both experiments and new territories.

What have you learned about encouraging your players to conduct experiments and enter new territories?

How do you talk about failure and risk / mitigating risk?

10.3) The Body Environment

The Body environment is about Appearance and Radiance

Appearance

- Hair

- nails & makeup
- skin
- clothing
- jewelry
- shape of body

Radiance

- Fitness & physical exercise
- physical strength
- health
- food choices
- sleep
- body self-image

Questions

What can a strong positive Body environment do for your dream?

Is it strange to think of your body as an environment?

Chapter 11 – The Power of Conscious Replication

11.1) Replicating Power Patterns: How to do it

How to replicate Power Patterns in the 9 Environments

- You are surrounded by your power patterns so the power of adaptation works in your favor.
- Your unconscious is being programmed all the time – make it your Power Patterns.
- So as you respond to the environment you become the Power Patterns.
- Make the reflection process conscious and deliberate.

An Example:

Your Power Patterns become a blueprint for your “Academy of Becoming. You will choose one of your Power Patterns and play with ideas for how you could replicate it into each of the 9 Environments of You.

Pattern: Oozing Vibrant Energy (Dave’s Example)

- 1) Physical Environment = Bowl of Fresh Fruit in office
- 2) Relationship = Sister Sarah (talk on a regular basis)
- 3) Network = add regular connection with Karen Curry Parker
- 4) Memetic = read Hafez poems every morning
- 5) Financial = Automatic deposit into Dave’s fun account; Finding money?
- 6) Self = Talent – Express my talent for Energizing people with BIG ideas on Facebook, Twitter and Blog
- 7) Spiritual = Walk through Times Square and sit and take it in... once per week.
- 8) Body = lots of push-ups every day
- 9) Technology = CV Website with audio and video

Think of an example for each environment.

Your Power Pattern:

Physical

Relationship

Network

Memetic

Financial

Self

Spiritual

Body

Technology

Question for dialogue: share your example.

11.2) The Power of Replication in the Memetic Environment

Go deeper into the Memetic Environment

As humans, imitation comes naturally to us.

As infants, we learn to say “no”, learn to wave good-bye, and learn to smile as we see others greet us with an ear-to-ear grin.

Each time we imitate someone else something is passed on and passed on again and again. Tunes that you cannot shake, catch-phrases, clothes and fashion, religious beliefs, the invention of the internet, the profession of coaching, and ways of designing buildings are all memes.

It is vital that we realize that in those ideas, behaviors and styles that spread from person to person within a culture and have a profound effect on your players.

BIG QUESTIONS

Power of Imitation – we are always imitating who we see around us.

Where have you seen this process at play in your life?

How do we leverage it in our practice as coaches?

11.3) The Technology Environment

The Technology environment is about Electronic Tools and Virtual Spaces.

Electronic Tools

- Computer (all shapes & sizes),
- phone,
- Apps!!!
- GPS,
- mp3 player,
- podcasts
- wrist devices
- game consoles

Virtual Spaces

- Your Website
- Websites you visit
- Facebook,
- LinkedIn,
- YouTube
- Twitter
- Match
- Game worlds like Minecraft or World of Warcraft
- CoachVille! ;-)
- ANY social network or profile website

Questions

What can a strong positive Technology environment do for your dream?

Chapter 12 – The Experience of World Power

12.1) Toleration Free Zone

This is BIG idea originated by CoachVille (and coaching industry) Founder Thomas Leonard.

Key Points for becoming a “Toleration-Free Zone”

- Early alert/ warning system to shifting energy in your environment
- Tickled the sensor pads
- You can address things quickly before they get BIG & start zapping your energy
- You have the energy, and ability to handle things right away
- Tipping point in the process when the environments do more and we do less
> then we have the energy to maintain the environments
- Do the next easiest thing next - this will give you energy to do the next thing after that
- Zap the source not the symptom

Questions:

What are the benefits of becoming Toleration-Free?

What are some of the challenges you would face in going “ALL IN” to become a toleration-free zone?

12.2) Personal Evolution

Did you know that your players’ way of thinking, behavior, capacities, skill sets, and paradigms are not just limited to developing (linearly) over time but can evolve in unexpected ways? This means that they can become more complex and take on a different life far beyond what they may have planned for. There is a wild adventure beyond personal development; Development means more/better of the same while evolution means something new added to the mix that fundamentally changes its nature.

Evolution is fostered by designing experiments and entering new territories that stimulate your player in interesting ways. This is how you facilitate rapid growth for your player in their dream and as a person.

Personal evolution is a very different dream. It is about using everything in your midst to move to higher and higher levels of truth and connection with life, people, nature, and the universe.

How to do it...

World Power Step 1 - 6 Design Environments:

World Power Step 7: Conduct Experiments

World Power Step 8: Enter New territories

World Power Step 9: *IS* the evolutionary process

BIG QUESTIONS

What does Personal Evolution mean to you?

What have you learned about Personal Evolution during this program?

12.3) Coaching Experiences through the 9 Steps of the Method

Questions:

What happened when you used this step WITH a player?

How did you apply this step to your dream?

Prepare highlights to share:

Step 1: Design your Academy of Becoming

Step #2: Create Power Patterns for who you will become

Step #3: Scan Your Environments

Step #4: Name the present patterns

Step #5: Identify Tolerations

Step #6: Zap Tolerations

Step #7: Conduct Experiments

Step #8: Enter New Territories

Step #9: Respond to your environments
