

PLAY **Two** **WIN** Method

Create Winning Results



CoachVille : Center for Coaching Mastery

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Play-Two-Win Method™ Teleclass Coaching Guide

Welcome to the Play-Two-Win™
Method Coaching Program!

Learn how to coach anyone to play
better, and win on their own terms.

Our vision...

Everyone, everywhere with the courage
to play BIG in the world,
has a GREAT Coach!



What is a great coach?

A great coach guides
a player toward playing a game better
by co-creating a life-changing conversation
EVERY TIME they Coach.
(yes, it is a high bar! ;-)

Life is a game.

(Business, Career, Leadership, Community, Family... they are aspects of the game)

To change someone's life, you have to change their game.

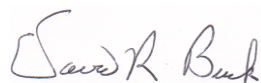
To change someone's game, you have to be a great coach.

Are you READY TO Play BIG in your own life AND Become a GREAT Coach for others?

We will show you how as we explore the 9-step Play Two Win Method and 3 life-changing Coaching Proficiencies.

The emphasis is the transformational shift from working to PLAYING and adopting a "GAME framework" in your personal, business and leadership life.

Enjoy the program ... YOU can be A Game Changer!



Coach Dave Buck and the CV Team!

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Section 1) 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

For each class session .

Pre Class Action Plan

- 1) Read Section 1 of this Play Book: Program Quick Start (Page 6)
- 2) Read Section 2 of this Play Book: Program Introduction (Page 10)
- 3) Read Section 3 Session 1: Define the Game (Page 31)
This is a brief outline of the discussion topics for Class Session #1, AND
A step-by-step coaching guide for you to follow with specific questions and discussion topics to use with your player. **(THIS IS VERY IMPORTANT)**
- 4) On the program home page, listen to the first coaching demonstration recording
- 5) On the program home page, read the "Dyad Guide"

You are READY for the first class!

Bonus Actions

- 1) Read Section 4 Chapter 1: Step 1: Define the Game
- 2) As soon as the game card link is available:
Read the Start Here Playbook,
Coach Mission 1 Playbook and
Play Mission Playbook

Two Missions to Start the Program

Your REAL LIFE is for PLAY!

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

- 1) Listening to the recorded coaching demonstrations
- 2) Sharing about what you have learned in class conversations
- 3) **Completing Missions** to coach your players and play your own game
- 4) Staying in contact with your class partner (player/coach)
- 5) 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.

Two Missions to Start the Program!

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There are two mission categories that run through your Play Two Win Game cards: Coach Mission and Play Mission.

The Coach Mission is all about using what you are learning with real players, sharing about your experiences AND accumulating "Thanks Coach" comments.

The Play Mission is about pursuing your own life as a game, sharing about your experiences and accumulating "WOW" experiences.

There are detailed Playbooks for each of these "Missions" on your game card. These notes will spark your curiosity!

Coach Mission 1: Find 3 Practice Players

To become a great – Life Changing – coach you need a lot of practice. A LOT! Sounds obvious I know. But you would be amazed at how many people think that they will become a great coach by simply attending the classes. Attending the classes will help you become great ONLY if you practice!

In coaching language we call this "recruiting". Great coaches are always recruiting great players.

This brings up a really BIG point about coaching.

Coaching Axiom #1: The best way to be a great coach is to have great players!

Again, this may sound obvious but you would be amazed at how many people get into a coach training program and when recruiting players they look for people they know who are struggling and having lots of problems and "NEED" a coach.

BIG MISTAKE!

This brings us to another BIG point about coaching.

Coaching Axiom #2: Coaching is NOT an intervention for people with problems. It is for people who have a purpose and a strong desire to get really good at everything needed to fulfill it.

So when you put these two axioms together, this is what it means...

Think of people that you know who are awesome; who are up to BIG things in the world. Think of people who are already on the path of being a "Game Changer" by playing a new game, a better game or a bigger impact game.

This is not to say that Game Changers don't have any problems! Of course they do. However, while some people just seem to have problems, game changers have challenges that only arise out of the BIG Game they are playing.

These are the people you want to recruit as your players while you are in this program.

This is also the kind of people you will want to recruit when you become a professional coach or a coach approach entrepreneur or leader.

Another way to think of this is the pathway from "good to great". People who are doing "good" and have a strong desire to be great are the BEST people to coach!

Play Mission: Define Your Game

Another key to becoming a great coach is to be a "Game Changing" player. You have to be willing to play BIG in your own life in order for other BIG players to want to be coached by you. In other words you need to walk the talk!

Also, since you will have a partner in class where you will coach them and they will coach you, you will both need a game worth playing so you can be a great player for your partner coach.

Here are a few essential points to being a good player:

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1) Choose something that you are DEFINITELY doing in your life right now. Do not choose something that you may not have time for on a given week.

2) Choose something that you have a desire to do better; to get better results. Do NOT choose something that you are doing but wish you were not doing. Your coachable topic should NOT be whatever is bothering you in your life right now!

3) Remember also that this program is 12 fast weeks. So your game should be something that you know you are doing over this time frame. Again, it can be something you are already doing; it does not have to be a new thing.

4) Game Ideas include:

- Boost your career,
- Build your business,
- Energize your relationships,
- Expand your network,
- Rejuvenate your health,
- Reduce your tolerations
- Financial freedom (or stability, sustainability or independence)
- Spiritual quest
- Personal leadership
- Athletic performance
- Community leadership
- Artistic expression and performance

Teleclass Welcome!

Welcome to the Center for Coaching Mastery Play Two Win Class!

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 likely that you have little coaching experience and possible that you have never conducted a coaching conversation before. So be easy on yourself! Don't expect to be a masterful coach on day #1. Coaching in class is your opportunity to experiment and try things that you have not done before. Enjoy the opportunity to stretch and learn.

3) Listen to the recording of the coaching session prior to class! It will give you an example of what you need to do and your class instructor will ask you about it as part of the class dialogue. You can find a link to the recording on the game card AND in the syllabus.

How to do a great coaching practice session in class

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

1) You will each get a chance to be the coach and the player. So quickly choose who will be the coach and who will be the player in the first session. Your instructor will tell you when to swap roles.

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 play your game better;

4) When you are the Coach - **Follow the outline;**

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

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You really want your player to have a great, winnable game.

Focus on getting to know your player and their game.

5) EXPRESS YOUR INTUITION: If you have an insight about WHO they are or a new territory you could explore together, share that.

HOWEVER... **VERY IMPORTANT...**

IF you have the urge to share a tip or a way to “solve their problem” **HOLD YOUR TONGUE!**

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.

After Each Class

As a part of the program you will play a game using our social game platform. This is a powerful and fun way to put what you are learning into practice in your REAL life and connect and build relationships with your classmates / teammates.

IMPORTANT: You must accumulate at least 50 points in each of 3 games in order to pass the class!

To access your game card for game #1:

1) Visit the page for this program on the CV member site.

2) Follow the instructions to activate your game card.

3) Click on the tab called My Game

4) Click on the link in the left column: [Play Two Win Method Game 1](#)

5) Here you can see all of the activities you can do to earn points.

REMEMBER it is a GAME! NOT a task list. You don't have to do everything, just the activities that engage you.

6) Click on the Leader Board tab to see how all of your teammates are doing!





You can click on the number link (eg [17](#)) to see each players' specific game card

7) Click on the Game Board tab to see the most recent actions and comments by all players in the game

8) SHARE WITH THE INTENTION TO INSPIRE!

This is the key to playing the game well. The JUICE of the game is taking action in your life and then sharing about it with your team in such a way that they want to give you their “You Inspire Me” points! It's fun and engaging.

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//CoachVille.com		Play 2 Win Playsheet		© CoachVille LLC 2018			
1. Define the Game  Player Name: <input type="text"/>		Name the Game Date: <input type="text"/>	Purpose & Values <input type="text"/>	Spirit of Play <input type="text"/>			
Outcomes Date: <input type="text"/> 	Mastery 	Becomings 	Upgrades 				
2. Design the Way to Play							
Results Date: <input type="text"/> 	Actions 	Challenges Date: <input type="text"/> 	Evaluate Date: <input type="text"/> 				
3. Play for Results		4. Embrace Challenges		5. Evaluate Performance			
Superpowers Date: <input type="text"/> 	Role Play Date: <input type="text"/> 	Fears Date: <input type="text"/> 	Environments Date: <input type="text"/> 				
6. Game Plan		7. Practice Skills		8. Inner Freedom		9. World Power	
Play Big Date: <input type="text"/> 	Play Big Date: <input type="text"/> 	Highlights Date: <input type="text"/> 	Next Game 				
10. Big Move #1		11. Big Move #2		12. Celebrate and Co-Create			

Section 2) Session Preparation and Coaching Outlines

There are 12 Sessions in the Play Two Win Class.

These session outlines will give you a quick overview of the conversations you will co-create in class.

Session #1 Define the Game

Read the complete chapter prior to class: page 75

1) Abera Ca Dabera = I create as I speak

Prepare to create a new life for yourself through changing the way you speak using Play Language.

2) What a GREAT player expects from a Coach

Think about an individual with a strong desire to become great – world class, Olympic level – at anything. What do you think they expect from their coach? Come to class prepared to share your thoughts about this. Then get prepared to become this coach!

3) The Performance – Possibility GAP

This is the central theme of all coaching relationships... and every coaching conversation!

The player has a strong desire to Perform better. AKA PLAY Better.

The player has a new possibility that they want to live into.

The COACH is going to guide the player on the journey.

4) Define the game

Clarify focus on the BIG game

Coaching always begins with the players' desire to play a winnable game. In this part of the process the coach and player identify what the game is, what winning looks like, why the game is being played, how the game expresses what matters most to the player and how to bring the Spirit of Play into the game.

The key is to find the game that is worth playing; A game that is connected to the players purpose, values and what the player truly wants out of life; A game that touches the heart of the player in some way.

5) Coaching Session Prep

This may come as a surprise, but simply asking the questions in the method can be life-changing for your player.

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Coaching Outline for Session #1: Define the Game

1) WELCOME

"Thanks so much for doing this with me. I really appreciate your time and I can't wait to see what we discover together."

ASK: Are you ready to get started?

"OK. Let's go.

2) If you looked at all of life as a choose your own adventure game...

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

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

> **Ask:** How will playing this game change lives for the better?

> **Ask:** How will playing this game change the world?

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

{This starts to reveal the Performance Possibility GAP }

> **Ask:** What would it mean to be a game changer?

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

4) Ask: What are some activities of "your game" that you would like to play better?

> **Ask:** What are some of the challenges you are facing in the game?

> **Ask:** Are these challenges worthy of the life you have lived so far?

> (If not,) **Ask:** How can we amp up the game to make it worthy of what you have already accomplished?

5) Lots of people are trapped in an unwinnable game.

Ask: What would make this game unwinnable for someone playing it?

(not necessarily you)

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

{ this reveals the Purpose and Values }

> Examples: Financial Freedom; Self-Expression

A few extra questions you can ask...

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

Ask: What is the new possibility that you want to live into?

{ This also to reveal the Performance – Possibility GAP }

7) Ask: How could you bring the spirit of play into it?

Get creative here.

A few extra questions you can ask...

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

Ask: *is there a place you can allow yourself to be a beginner and NOT KNOW*

Ask: *Is there a part of the game you can practice to pursue mastery*

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

Ask: *Can you find a way to create a reward for getting results*

There are 2 versions of step 7.

If you know you are going to coach the player use 8A.

If you are in an exploratory session skip to 8B

8A) Wrap Up your Define the Game Conversation

Say: You have a big game here that I think you can win and I look forward to coaching you!

It is a good idea to finish the session with a challenge.

Say: "OK, this is a good place for us to wrap up this session. Next time, we are going to delve deeper into your situation and start designing your game."

Say: "My challenge for you between now and then is to clarify your specific objectives to play for in the next three months. And consider the deeper purpose you have for playing this game."

Say: "Can you do that?"

Wait for them to say: "YES!"

8B) The moment of truth { Do you want to coach this player?

Coach, you have to "check in with yourself; do you want to coach this person?"

If no, Say: Thank you this has been a fun conversation. I wish you luck on your adventure!

If yes...

Say: I think you have a great game here that I believe I can help you win!

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

Say: I am putting together a team of players to coach while I participate in the Play Two Win program at CoachVille.

I am offering... *Fill in Your Offer Here...*

Say: Great! Next time, we are going to delve deeper into your situation and start designing how you will play."

Say: "My challenge for you between now and then is to clarify the specific objectives to play for in the next three months. And consider the deeper purpose you have for playing."

Say: "Can you do that?"

Wait for them to say: "YES!"

Note to coach:

After the conversation, write the date and a few key words in each of the boxes on the Playsheet Section 1.

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Session #2 Design the way to PLAY (Part 1)

1) Spirit of Play

Tapping into the Spirit of Play is essential to becoming a game-changing coach. In today's class we will discuss the essential qualities of the Spirit of Play and the transformation from worker mindset to player mindset.

2) Coaching Theory: Any endeavor can be played as a game, performance art or quest

In the dialogue in class you will consider three questions:

What are pursuits in life that can be played as a game, performance art or quest?

What makes an endeavor worth playing?

What is an area of life where you have "worked hard" and now you can see yourself "playing well"

3) Play Two Win Step #2) Design the Object of the Game

Step 2 is intense! There are many new concepts to learn both for YOU and your players. And there several steps required to design a real life as play.

So we will learn this step in 2 parts.

When you master these steps you will be able to do this in one 1-hour session.

Identify the Outcomes, Mastery, "Becomings" and Upgrades using RACE

Designing life as fun, play-able - and winnable - is a highly creative process.

Learning how to design a life as play is a major step in becoming a game changing life coach!

It does require some practice! Learning how to do this well is truly a transformational opportunity for individuals and organizations.

4) Coaching Outline Prep

Pre Class Preparation...

Simply asking the questions in the method can be life-changing for your player.

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Coaching Outline for Step #2: Design the Way to Play

Note to the Coach: The Numbered Bold Lines are there to give you a reference point, you don't say them to your player.

1) Recap the Define the Game Conversation

Say: Welcome back! It's great to be with you again.

Say: Today we are going to get into the details of your PLAY!

Ask: Does that sound good to you?

Wait for the "yes". (Agreement)

Say: In our first session we got into your purpose and the Spirit of Play. Today we are going to do a quick recap and then we are going to really dive into designing how you will PLAY.

Say: Let's recap our conversation by coming up with a fun name for your Game.

Ask: What do you want to call your game?

2) Start Designing the way they will PLAY

Say: OK, now we are going to take the ideas we started talking about in our last conversation and transform them into a way of PLAYING. We are going to explore your objectives and how we can reach them as you play.

ASK: What are the primary tangible **OUTCOMES** that you want to play for in the next 3 months?

ASK: What are the recurring daily or weekly **RESULTS** that will grow into each tangible outcome?

ASK: What are the recurring **ACTIONS** that will create each result?

ASK: For each action, describe what **MASTERY** looks like to you?

ASK: On a scale of 1-5 (5 being mastery) how would you rate your skill level for each action?

ASK: When we look at these actions, how could they be observed by me as your coach?

3) Wrap Up your Design the Game Conversation

Say: "OK, this is a good place for us to wrap up this session. Next time, we are going to delve deeper into your situation and start crafting a way for you to play better."

Say: "My challenge for you is to pursue the results we spoke about with the actions and notice what challenges you experience along the way."

ASK: "Can you do that?"

Wait for them to say: "YES!"

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4) Quick Life Check in

Ask: Before we wrap up...Can you give me a 1-minute update on what is happening in your life?

If there is something BIG going on...

Ask: is this something we need to add to how you are playing in some way?

{If yes, make a note of it}

ASK: "This was a great session. Can you give me a 30 second wrap up of what you learned today"?

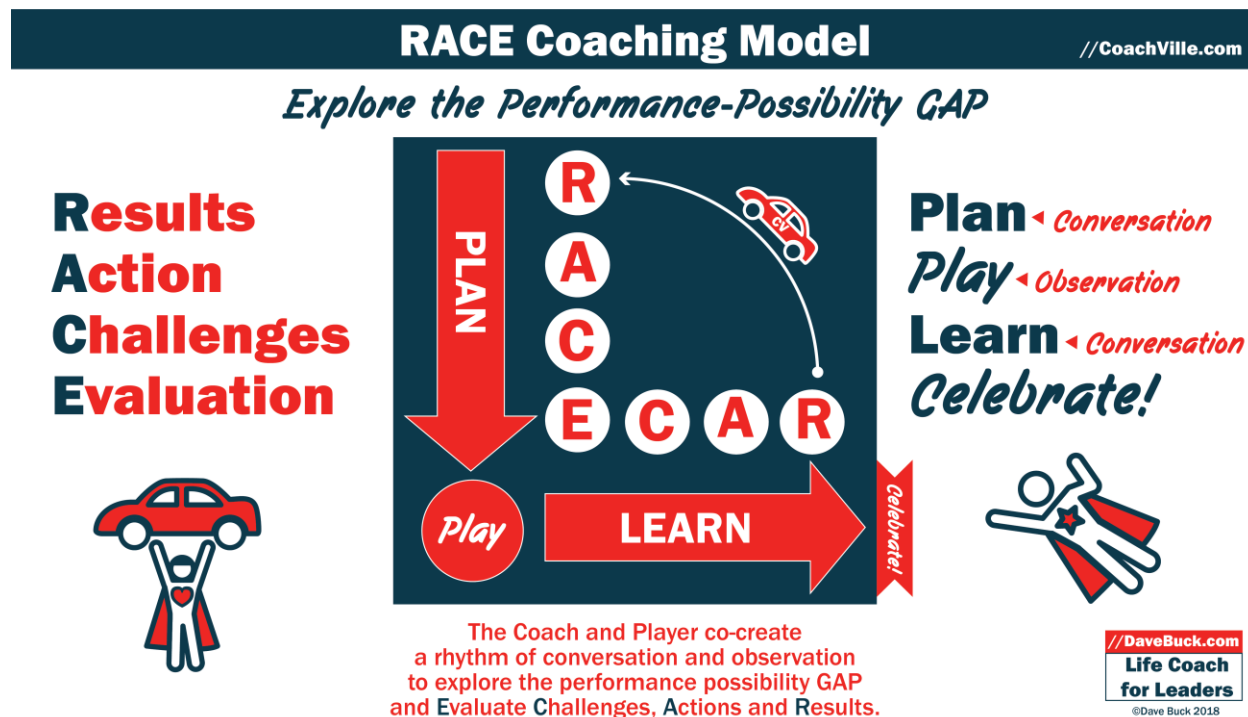
Note to coach:

After the conversation, write the date and a few key words in each of the boxes on the Playsheet Section 2.

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Session #3 Design the Way to Play (Part 2)

Before class review the RACE-CAR diagram



1) What does it mean to be a game changer?

In class you will discuss what it means to be a game changer in life as a player and as a coach.

Here are the fundamental points:

- 1) Life is a game
- 2) To change your life you have to change your game
- 3) To change your game you have to PLAY with purpose
- 4) To play your game better you need a great coach
- 5) To change the lives of others you need to BE a great coach

2) Exploring the RACE-CAR Model

R – Result = What happens in the world when you take an action

A – Action = You perform an action with skill and intent in pursuit of your desired result

C – Challenge = Everything that prevents your desired result from happening when you take action.
HINT: Challenges are what make PLAY fun.

E – Evaluate = Anything that can be observed during play that will aid the coach in guiding the player to create the desired results more often AND with greater ease.

Plan = The coach and player talk to clarify the desired result(s) and intended actions.
The coach and player co-create opportunities for the coach to observe the player at play.

Play = The player goes “out in the world” to take action in pursuit of the intended results.
The coach “observes”.

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Learn = The coach and player talk to share observations about the experience of play AND aim to learn anything that the player can use to PLAY better next time.

Celebrate = The coach and player make a special effort to celebrate the desired results that occurred AND any new awareness for the player that feels meaningful.

3) The Winnable / Unwinnable Game

In class you will discuss what makes playing for something winnable or unwinnable. Here are some points to prepare you for the discussion.

What makes PLAY winnable?

This is a BIG question with no specific answer because it is personal to every player and every way of playing. There are a few things that you will learn to “look” for that will make play winnable or unwinnable.

The key things to look at are:

1. The players desired outcomes
2. The players current abilities
3. The players current Life “situation” and demands on their energy

At this stage, you probably don’t know enough about the player to assess these factors.

SO... you need to ask them.

At the same time, as a coach, you must know how to “use your intuition” to spot unwinnable play! If your player is in an unwinnable situation, it will become a problem for them but a BIGGER problem for you because it is your job to help them win.

4) Play Two Win Step #2) Design the Way to Play (Part 2)

Identify the Outcomes, Mastery, “Becomings” and Upgrades using RACE

Designing a fun and winnable game is a highly creative process.

Learning how to design a life game is a major step in becoming a game changing life coach!

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Coaching Outline for Step #2: Design the Way to PLAY (Part 2)

Note to the Coach: The Numbered Bold Lines are there to give you a reference point, you don't say them to your player.

1) Evaluate

Say: Welcome back! It's great to be with you again.

Say: Today we are going to explore what you learned while playing this week and then finish designing how you will PLAY. and make sure it is winnable!

Ask: Does that sound good to you?

Wait for the "yes". (Agreement)

Ask: Tell me about some of your actions and any results that you created, and anything meaningful that you experienced while playing this week?

{LISTEN! And don't say too much! Highlight anything that seems important; in the future you will learn more about how to offer observations and suggestions}

Ask: is this something we need to address during our session?

{If yes, make a note of it}

2) Recap the Design the Way to Play Conversation

Ask: Based on what you experienced this week with your **ACTIONS**, **RESULTS** and **OUTCOMES** of play, can you recap for me what you see so far about playing your life?

{Dialogue briefly about this}

3) Finish Designing the Way to Play– Make it winnable

Say: OK, now we are going to finish designing how you will play and make sure it is winnable. So in our last session I challenged you to notice the challenges that you faced while playing for results.

ASK: What **CHALLENGES** did you face?

And what additional **CHALLENGES** do you expect to face while playing for your results?

ASK: Who will you **BECOME** – what character traits do you want to develop – as you face these challenges?

ASK: What is most important for us to **EVALUATE** each week to explore how well you are playing?

SAY: We are going to explore a few **UPGRADES** to your environment that you will you need to make to play at a high level?

SAY/ASK: To use a metaphor... if you were going to prepare and play your life at an Olympic Level, what resources and support would be in your Olympic training center?

ASK: What **UPGRADES** to your environment do you want to enjoy as you win your game?

SAY: In other words, what do you want as a reward for becoming a great player?

ASK: Tell me about any **situations** in your life – like commitments or life challenges – that could affect your ability to play at a high level?

ASK: When you look at what you are playing for in the next 3 months, your current abilities and your current situation, **do you believe that what you are playing for is winnable** for you?

ASK: If not, how should we modify it to make it winnable?

4) Wrap Up your Design the Way to Play Conversation

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Say: "OK, this is a good place for us to wrap up this session. Next time, we are going to dive into your experience of playing for results."

Say: "My challenge for you between now and then is to focus on your recurring results and the actions you can take to create those results."

ASK: "Can you do that?"

{Wait for them to say: "YES!"}

Ask: OK, can you give me your 30 second highlight of our session?

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Session #4: Play for Results

Before class review the REAL Coaching Diagram

1) How to play well at anything in life.

If you want to help people become great players, you need to know what great playing looks like!

Why does a RACE lead to better coaching than a task list?

Come to class prepared to share your primary RACE sequence from your own game as a player.

2) Introducing Observation – Conversation AND 3 components Influence – Create - Energize

The core of a coaching relationship is observation and conversation using the “Plan-Play-Learn-Celebrate” sequence.

Here you look at your players’ objectives with them and co-create the best RACE sequence to “make it PLAY-able”; remember this includes recurring results, actions, challenges and evaluation.

The 3 components of Life Play – **Visibility – Enrollment – Fulfillment** - are a good way to guide your player out of solitary task mode and into “the world of play”.

Visibility = Creating something or engaging somewhere that requires self-expression and can be observed.

Enrollment = playing for a result with another person. Also known as playing for “YES”.

Fulfillment = Co-creating an experience with another person (typically whatever you enrolled another person into doing with you)

When you are in your planning conversation with your player, identify an activity for each of these 3 categories. AND co-create how you can “observe them at play” in some way.

There are many possible options, here are a few:

- 1) Observe them in action for a few minutes via video or audio.
- 2) Observe the action or the creation via recorded medium: video, audio, photo, writing.
- 3) Observe the result in the “responses of the influenced” in a recorded medium.

A BIG point here is the truth that most life endeavors are REALLY NOT that complicated when you look for these three components as a framework.

In class we will explore 3 common areas for play to look for these 3 elements: Business, Career, Romance

3) Play Two Win Step #3) Play for Results

Give your heart, soul and energy to creating results

AND enjoy it! Have fun.

Playing Life is what it is all about. The key is to play fair, play with gusto and be respectful of “the game” itself and everyone who is playing. AND play to win of course. When you play to win you have purpose; you have the intention to give the very best of yourself. Playing to win means that you will do whatever it takes - within the context of fair play - to achieve the desired results. This way of playing always creates the best experience of playing no matter what the outcome is.

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ENJOY the experience of playing. The ultimate reward for all of your effort and preparation is the experience of playing well. YES!

4) Coach Prep

Review the Play 2 Win playsheet for your player before the session.

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Coaching Outline for Step #3: Play for Results

Note to the Coach: The Numbered Bold Lines are there to give you a reference point, you don't say them to your player.

1) Update the Design the Way to Play

Say: Welcome back! It's great to be with you again.

Say: In our last session we made a lot of progress in designing your way to play. We focused on the object of the game and started designing your RACE.

In this session we will REALLY move into playing for results using the RACE Model.

Ask: Does that sound good to you?

Wait for the "yes". (Agreement)

Say: Our first thing to accomplish today is to look at your tangible **OUTCOMES** and your recurring **RESULTS** that we came up with in our last conversation and flesh it out so that we know how you are going to play.

{Recap what you have on your Playsheet; or what you remember about their way of playing}

We are going to use a Play design framework that includes 3 components: Visibility, Enrollment and Fulfillment.

Say: Let's look at your Outcomes and Results and look for where you need to become more visible.

Ask: When you look at that, what do you see?

{Co-create with them to figure out the visibility aspect of how they will play}

Say: Let's look at your Outcomes and Results and look for where you need enrollment.

Ask: Where do you need to play for "YES" to create your desired results?

{Co-create with them to figure out the enrollment aspect of how they will play}

Say: Let's look at your Outcomes and Results and look for where you play for fulfillment.

Ask: What are you going to do with other people to create fulfilling experiences?

{Co-create with them to figure out the fulfillment aspect of how they will play}

Ask: When you look at it is there anything else we should add, remove or change?

Say: Next we want to make sure we have identified the most important recurring **ACTIONS** you can take to get these **RESULTS**.

{Recap what you have on your Playsheet}

3) Spirit of Play

Say: OK, now we have to bring in the Spirit of Play, because it is important that we PLAY for **RESULTS** NOT work on tasks.

To approach this with play we will focus on curiosity, creativity and fun.

{Go through these questions for each major game area}

Ask: When you look at taking these **ACTIONS** in pursuit of **RESULTS**, what are you curious about?

Ask: When you look at taking these **ACTIONS** in pursuit of **RESULTS**, how can you be creative?

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Ask: When you look at taking these **ACTIONS** in pursuit of **RESULTS**, how can you make it fun?

Ask: Out of all the ideas we came up with to PLAY for your results, which one will you try this week?

4) Wrap Up your Play for Results Conversation

Say: "OK, this is a good place for us to wrap up this session. Next time, we are going to dive into the challenges of the game.

Say: "My challenge for you between now and then is to get into playing for your results and make notes about the challenges that you face along the way.

ASK: "Can you do that?"

{Wait for them to say: "YES!"}

(Optional) Document the game

Ask: can you send me an email later today stating exactly what you are going to do and what results you are playing for this week?

** Follow up if you don't get the email!

5) Quick Life Check in

Ask: Before we wrap up...Can you give me a 1-minute update on what is happening in your life?

If there is something BIG going on...

Ask: is this something we need to add to how you are playing in some way?

{If yes, make a note of it}

Ask: OK, can you give me your 30 second highlight of our session?

Note to coach:

After the conversation, write the date and a few key words in each of the boxes on the Playsheet Section 3.

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Session #5: (Step 4) Embrace Challenges

1) YOU MATTER!

You will engage in a dialogue about the distinction between “playing for results” and “getting it done” and why YOU MATTER!

We will explore the difference between an Industrial Worker writing an article to get it done and a Connected Player writing an article to play for results.

You are a player in the game with YOUUnique skills, energy and ideas making things happen in the world in your own way... You are NOT a replaceable cog in the wheel of industrial production.

2) Judgment-Free Awareness

This is a BIG topic that we will discuss frequently throughout this program and every program in our Coach Training curriculum.

This is a big insight from the “Inner Game of Tennis” – by Timothy Galway; an original coaching manifesto.

Often when we are performing an action there is an internal dialogue between the Industrial Age inner executive who thinks they know how to do everything perfectly every time and the “doer” who is often screwing things up.

Be aware of the urge to criticize the “doer”; especially while the game is on.

Do this instead:

- 1) Acknowledge what IS happening.
- 2) Acknowledge the gap between what IS happening and the players’ vision of high performance
- 3) Look for what can be learned from the current experience; identify the next step for this YOUUnique player in pursuit of high performance.
- 4) Acknowledge the players’ current ability to take the step.

3) Observation – Conversation

For a coach to guide a player in pursuit of playing better, it is essential that they observe the player in some way to obtain an independent experience.

This can be:

Live via video

In a recorded format or photo

In a written form

Co-create a way for observation to happen

Remember: your player WANTS to be seen as long as it is judgment-free AND it will help them play better.

4) Play Two Win Step #4) Embrace Challenges

Get the best results possible from every unique situation

Challenges are what make play so engaging! Without interesting challenges to stand between your actions and the desired results the activity becomes boring work. When you have 100% certainty that the action will create the desired outcome every time, then it is no longer play.

When you are at play there are challenges between you and the results you desire; AND there are surprises that make every time you play a unique experience. These are opportunities to make the

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most of the situation, to make adjustments to your plan or approach obstacles with energy in pursuit of your desired results. Often the joy of play itself can pull the player through challenges where they would normally stop.

It is the challenges that grow your player into becoming the person they desire to be in the world. *The way your player responds to challenges will tell you a LOT about them. And it will give you a lot of important clues that you can use to help them become a better player.*

As a coach, you have to stay in communication while they are playing and be available for quick advice.

5) Coach Prep

Read over your player's play sheet.

Read through the coaching outline

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Coaching Outline for Session #5: (Step 4) Embrace Challenges

1) Get into the experience of play

SAY: Welcome back! It's great to be with you again.

In our last session we really got into the actions and desired results you are playing for. In this session we want to explore the challenges you faced while in pursuit of your desired results.

ASK: Does that sound good to you?

{Wait for the "yes". (Agreement)}

Let's get into your experience of play from the past week. We will talk about actions where you got results; actions where you didn't get the results you wanted and actions that you didn't take at all.

We will look at all of it with Judgment-Free Awareness which means we keep a curious, open mind.

ASK: OK?

{wait for the "Yes"}

ASK: Let's start with **ACTIONS** where you got your desired **RESULTS**! Did anything like that happen?

{skip this part if they didn't get any desired results}

SAY: WOW. That is great playing.

ASK: What can you learn from this experience of getting your desired **RESULTS**?

{skip to here if they didn't get any desired results}

ASK: Next let's explore the **ACTIONS** you took where you did NOT get your desired **RESULTS** because there was a **CHALLENGE**. How would you describe the **CHALLENGE**?

ASK: What can you learn from this **CHALLENGE**?

ASK: How will this challenge make you a better player?

ASK: What is the personal transformation this challenge is asking you to make?

ASK: How can we bring the Spirit of Play to this **CHALLENGE** the next time?

ASK: Next let's explore the **ACTIONS** that you were intending to do but you did not. What happened? What got in your way?

ASK: What structure can we set up so that you get into this action this week?

ASK: Let's take a step back for a moment. Looking at your experience of playing for **RESULTS** and embracing **CHALLENGES** what is your takeaway?

2) Update how your player is going to play

Ask: Based on what you just experienced, what **RESULTS** do you want to play for this week?

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Ask: What are the **ACTIONS** that you will play with this week?

3) Co-Create Observation

Ask: What is a creative way I can observe you at play?

{get creative together and come up with a little plan; even if it is just 2 minutes of something}

4) Wrap Up your play experience conversation

Complete the session

Say: OK. We have a plan for the week.

{If you have time?}

5) Quick Life Check in

ASK: Before we wrap up can you give me a 1-minute update on what is happening in your life?

If there is something BIG going on...

ASK: is this something we need to think about adding to how you play or what you are playing for?

{If yes, make a note of it for the future}

ASK: This was a great session. Can you give me a 30 second wrap up of what you learned today?

(Optional document the plan)

Ask: can you send me an email later today stating exactly what you are going to do and what results you are playing for?

**** Follow up if you don't get the email!**

Ask: OK, can you give me your 30 second highlight of our session?

Note to coach:

After the conversation, write the date and a few key words in each of the boxes on the Playsheet Section 4.

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Session #6: Evaluate Performance (Step 5)

1) Deep Play

Next we will go deeper into your experience of play with some provocative explorations.

The Experience of play:

Think about your recent experiences of playing for results.

Question – What makes results fun? - What makes action fun? - What makes challenges fun?

Question – What is the value of effort? - What is the value of skill? - What is the value of practice?

Question – What is the value of mastery?

Question: How do you explain the relationship – in your own words – between actions, skill, mastery, results and objectives?

The Paradox of Play:

**If you can't lose, the game is not worth playing;
when you really play, you always win.**

**Make failure an option:
If you want to feel fully alive,
make failure an option.**

2) Evaluate v. Judge

Invent a distinction between Evaluate and Judge.

We all hate to be judged.

Come up with a definition of Evaluate that would make it seem really awesome for a player.

3) Play Two Win Step #5) Evaluate Results

Learn and grow from judgment-free awareness

Feedback is the breakfast of champions! Playing any game well requires an ongoing process of evaluation and refinement. In any game there is a LOT of feedback to consider so the Coach must help the player decide what matters; what to evaluate.

The coach must keep one eye on how the player is playing now, and another on where the player is going. Often the player will not see that what they are doing is not getting the desired results! Celebrating wins and transforming loses into learning opportunities are at the very essence of coaching. Enjoy, celebrate and leverage victories. Debrief and quickly learn from losses by practicing judgment-free awareness. This is how coaches create long term player improvement and growth.

The essential ingredient here is to realize that there will always be wins and losses in any game. One of the BIG jobs of a coach is to transform losing experiences into learning experiences. If you lose and you are playing alone, often you feel like a loser. If you lose and you have a coach, you become a fast learner. BIG DIFFERENCE.

4) How to share about what you observed.

It is an essential acquired skill of coaching to be able to share about what you observed without judgments like good or bad.

You can share about WHAT you observed.
Or how you felt while you were observing.

Example: if you observe something that your has written. Rather than judging: "it's too wordy".
You could observe: I notice that you are using a lot of words; do your readers enjoy that?

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Coaching Outline for Session #6: Evaluate Performance (Step 5)

1) Observations and learning from play

SAY: Welcome back! It's great to be with you again.

Say: Let's talk about your play.

Ask: Share with me your thoughts about what happened?

{Listen!}

Ask: Can I share a few observations?

{wait for them to say "Yes"}

Say: **{Share a few thoughts} and create a short dialogue**

Say: So, let's evaluate your performance and talk about what happened and what didn't happen?

ASK: Let's start with **ACTIONS** where you got your desired **RESULTS!**
Did anything like that happen?

{If they got some positive results do this part. If not skip to the next part}

How to talk about success

Say: Wow! Congratulations. That is a great accomplishment. How did it feel?

ASK: What can you learn from this experience of getting your desired **RESULTS?**

How to talk about failure – or absence of positive results

Say: OK, the most important thing we can do is maintain judgment-free awareness and learn as much as possible from the experience.

ASK: Let's explore the **ACTIONS** you took where you did NOT get your desired **RESULTS.**
How would you describe the **CHALLENGE?**

SAY: We will explore how to face these challenges in a moment...

SAY: Anything that happens during a game can be explored as feedback

ASK: What other feedback did you receive while playing your game?
Is there anything else we should evaluate together?

ASK: Next let's explore the **ACTIONS** that you were intending to do but you did not. Using judgment-free awareness, what happened? What got in your way?

2) Respond to challenges together.

SAY: Let's take a step back for a moment. Looking at your experience of playing for **RESULTS** and embracing **CHALLENGES.**

ASK: What can you learn from this **CHALLENGE?**
How will this challenge make you a better player?

Ask: How can you respond to this challenge with the Spirit of Play?

3) Figure out what to do next to play better

SAY: OK, let's co-create a way to play your game better this week!

ASK: Based on what we have discussed to far, what can we do to get better results?

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If you have useful knowledge for your player, this is what you do:

ASK I have an idea for how you can do this better. May I share it with you?

{Share what you know in the most concise way possible}

ASK: What do you think about this idea? Do you want to try it? Or do you have a way to use it as a springboard for something different? You tell me.

ASK: Is there an experiment you can try this week to get better results?

NEW: co-create a way for the coach to observe the player. Live, or video or audio or something after. How can you observe so that you can evaluate?

If you don't have useful knowledge for your player, this is what you do:

Say: Let's tap into some outside resources to find a better way.

Ask: Do you have any ideas about who or where you could find some ideas?

4) Confirm the new game plan for the upcoming time period

Ask: Based on everything we have discussed, what **RESULTS** do you want to play for this week?

5) Co-Create Observation

Ask: What is a creative way I can observe you at play?

{get creative together and come up with a little plan; even if it is just 2 minutes of something}

6) Wrap Up your conversation

Complete the session

Say: OK. We have a game plan for the week.

ASK: "Can you do that?"

{Wait for them to say: "YES!"}

(Optional) Document the game

Ask: can you send me an email later today stating exactly what you are going to do and what results you are playing for this week?

** Follow up if you don't get the email!

{If you have time?}

7) Quick Life Check in

ASK: Before we wrap up can you give me a 1-minute update on what is happening in your life?

If there is something BIG going on...

ASK: is this something we need to think about adding how you play or what you are playing for?

{If yes, make a note of it for the future}

ASK: This was a great session. Can you give me a 30 second wrap up of what you learned today?

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(Optional) Ask: can you send me an email later today stating exactly what you are going to do and what results you are playing for?

Ask: OK, can you give me your 30 second highlight of our session?

Note to coach:

After the conversation, write the date and a few key words in each of the boxes on the Playsheet Section 5.

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Session #7: Game Plan (Step 6)

1) Midseason Review: Is your game winnable?

When you get into a flow of coaching your players through a 12-week season it is a great idea to do a "Midseason review".

In a Midseason review you explore questions like:

- Are you on track to reach your objectives?
- What have you learned about playing a win-able game?
- Are you feeling doubt in your game or on the brink of quitting because you think you cannot win?
- Do you want to adjust your objectives to make your game win-able?

Share: give a game update; are you still engaged in your game? Is your game winnable?

2) The 4 steps to Play any game better

As we have mentioned before, there are 4 steps to play any game better and these are Play Two Win Steps 6,7,8 and 9:

Step 6: Game Plan

Step 7: Practice Skills

Step 8: Expand Inner Freedom

Step 9: Expand World Power.

Next we will dive a little deeper into how to understand each of these and when to use them.

First, there are three basic scenarios for each aspect of your players game:

- 1) They did not take the actions.
- 2) They played the actions, but did not get the desired results.
- 3) They played the actions and they DID get the desired results.

Share: How can you play your game better over the next 6 weeks?

3) Play to your superpowers – but what are they?

This is a profound part of any coaching relationship: guiding your player to "Own Their Value". To "own it" means to acknowledge it and then use it as fully and creatively as possible to create winning results.

Most people are aware of some of their strengths but completely blind to others. Part of your purpose as a coach is to help your player recognize their hidden talents by observing them and talking about them.

What are superpowers? What are assets?

Why do people hide their superpowers?

Why do people ignore their assets?

Why do people focus on their weaknesses?

BIG INSIGHT FOR YOU AS A COACH: MOST OF THE TIME YOU WILL NEED TO TELL YOUR PLAYER WHAT THEIR SUPERPOWERS ARE... BECAUSE THEY DON'T KNOW!

4) Play Two Win Step #6) Game Plan

Co-Create a strategy for the Way to Play

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Here the coach uses experience of similar situations and their ability use strategy to craft just the right action plan with the player. A strategy is a WAY of playing that uses your skills and other assets to get the best possible result. It is your approach to the game.

To create a game plan, the coach and player(s) look at the upcoming game together and collaborate to decide on the best approach.

What is the desired result?

How do we make best use of your current skills and strengths?

What is our BIG idea about how to do this in the best possible way?

What assets and resources can we utilize?

What challenges are we likely to face and how will we respond to them?

The player now has a clear action plan with a strategic foundation which is a real gift in the age of infinite (overwhelming) possibility and endless (overwhelming) information. The player also develops an expanded capacity to think strategically for themselves.

Discuss: The purpose of game planning is to identify the BEST way to get the desired results in the short term while building for sustainable results in the long term.

5) Coach Prep

First the usual: Review the players' Playsheet and Coaching outline.

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Coaching Outline for Session #7: Game Plan

1) Observations and learning from play

SAY: Welcome back! It's great to be with you again.

Say: Let's talk about what I observed

Ask: Share with me your thoughts about what happened?

{Listen!}

Ask: Can I share a few observations?

{wait for them to say "Yes"}

Say: {Share a few thoughts} and create a short dialogue

2) Evaluate the game

Say: So, let's do a quick evaluation of your play and talk about what happened and what didn't happen?

ASK: Tell me about the **RESULTS** you got and the **RESULTS** you didn't get.

3) Respond to challenges together. (Quick Version)

Ask: What was the biggest **CHALLENGE** you faced and what did you learn from it?

4) Figure out what to do next to play better

In this session you will co-create a Game Plan.

Say: "OK, we need to put together your basic game plan. Looking at your desired **OUTCOMES** what do you think about the daily **RESULTS** we have been playing for? Are they the most crucial to your success?"

Say: "In our previous conversations we started playing with some game actions to create your results. Now we are going to look at this more deeply to create a solid **Game Plan**."

Ask: "What superpowers, skills or hidden talents do you have right now that we can use to create your results?"

Ask: "What is a creative way we could make better use of these superpowers?"

Ask: "What assets, in the form of relationships, do you have that we can leverage to create these results? In other words who do you know who could support you or advocate for you in some way?"

Ask: "What other assets do you have that we can leverage to create your results?"

Ask: "What creative ideas can you think of to make better use of these assets?"

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Say: "Now we need to create your approach or strategy..."

Ask: "What ideas do you have about the best way to get your results? What is the best way YOU could approach it?"

Ask: "OK, now pulling together your superpowers, assets and strategy ideas what is your **Game Plan** to get results this week?"

Say: "Great. I would like you to write up a one-page **Game Plan** that explains how you will pull together your superpowers, assets and ideas to get the crucial results needed to reach your outcomes. Can you do that??"

{wait for the "Yes"; or co-create an alternative plan}

5) Co-Create Observation

Ask: What is a creative way I can observe you at play this week?

{get creative together and come up with a little plan; even if it is just 2 minutes of something}

{If you have time?}

6) Quick Life Check in

ASK: Before we wrap up can you give me a 1-minute update on what is happening in your life?

If there is something BIG going on...

ASK: is this something we need to think about adding to how you play or what you are playing for?

{If yes, make a note of it for the future}

ASK: This was a great session. Can you give me a 30 second wrap up of what you learned today?

(Optional Document the plan)

Ask: can you send me an email later today stating exactly what you are going to do and what results you are playing for?

**** Follow up if you don't get the email!**

Ask: OK, can you give me your 30 second highlight of our session?

Note to coach:

After the conversation, write the date and a few key words in each of the boxes on the Playsheet Section 6.

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Session #8: Practice Skills

Read the complete chapter prior to class: 150

1) The Power of Practice

Practice is missing from our lives as adults. We rarely practice anything. Mostly we just do it and we usually feel that we are supposed to be able to do it right the first time. As a Coach you will re-introduce your player to the power of practice.

Where Practice Fits in the Play Two Win Method

Remember that the CORE of any game is taking **ACTION** in pursuit of **RESULTS**.

At the same time taking actions while maintaining a vision for excellence leads to **MASTERY**; **MASTERY** is one or our desired outcome areas that we discuss in Step #2.

MASTERY is the ability to create the desired **RESULTS** from a specific action a high percentage of the time for that game.

For example in professional baseball getting a hit when you go up to bat 30% of the time is considered mastery!

Remember that **RESULTS** are valuable in the current game while **MASTERY** lasts a life time!

PRACTICE enables the player to get the desired result more often; Aka **MASTERY**.

The key distinction is to shift your mindset

From : Just get it done To: How can I get good at this?

Examples of practicing doing things that you want to get good at

Just do it	Get good at it means creating results
Write an article	Your article attracts comments on your blog
Make a video	Your video attracts "Likes" on Facebook
30 minutes on Facebook	Your time on FaceBook leads to 3 connections for an exploratory session
Talk to someone about your business	They are inspired to hire you or advocate for you

Question: Share a personal experience of practicing in pursuit of mastery.

Question: Why do you think most people resist practice in our business and career games?

2) Play Two Win Step #7) Practice Skills

Create a personalized learning plan for your player

EVERY game has specific skills or techniques associated with the activities of the game. In the game of basketball one skill is shooting the ball so that it goes IN the basket. In the game of business a key skill is connecting with potential customers. The coach must use their experience to design a practice plan that matches the current ability of the player. The purpose is to teach your player the skills of the game in a way that is appropriate to their current level of ability.

One BIG point here is that people rarely "practice" the skills of life games. While a player would not think it strange to practice shooting balls toward the basket, they might find it odd to practice the way they talk to a potential customer. As coaches we need to change that perception and bring practice into ALL of the games of life.

Through constant practice you help your players improve their ability to create results AND expand their capability to figure out for themselves what to do when the game is on.

Question: What are examples of critical conversations that are worthy of practice?

Question: What is the value of role playing a critical conversation?

Question: What is uncomfortable about doing a role play as the coach?

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Question: What is the VALUE of doing a role play as the coach?

3) Coach Prep

First the usual: Review the Game Design Sheet, Coaching Proficiencies and Coaching outline.

#1) Engage in Provocative Conversations

Talking about practice and allowing the player to let go of pretending to know can be provocative.

#2) Reveal the Player to Themselves

When you role play a conversation with someone, many truths about how they see the world emerge.

#12) Enter New Territories

Letting go of perfection trap and stepping into a pursuit of true mastery can be an amazing new territory.

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Coaching Outline for Session #8: Practice Skills

1) Observations and learning from play

SAY: Welcome back! It's great to be with you again.

Say: Let's talk about what I observed

Ask: Share with me your thoughts about what happened?

{Listen!}

Ask: Can I share a few observations?

{wait for them to say "Yes"}

Say: {Share a few thoughts} and create a short dialogue

2) Evaluate Play

Say: So, let's do a quick evaluation of the rest of your play and talk about what happened and what didn't happen?

ASK: Tell me about the **RESULTS** you got and the **RESULTS** you didn't get.

3) Respond to challenges together.

Ask: What was the biggest **CHALLENGE** you faced and what did you learn from it?

4) Figure out what to do next to play better

In this session you will co-create a Role Play to practice a critical conversation

1) Identify the specific conversation to practice

Ask: Of all of the conversations you have as a part of your game, which would be the best for us to practice today? It can be a recurring conversation or a specific conversation that would move your game forward.

2) Know the intended result

ASK: What is the result that you want to create in this conversation?

3) Know your role

Ask: please give me a brief (30 second) character sketch of the role I will be playing.

Say: This may be a specific person or a composite of the typical person

4) Get into the role

{Get into the conversation. Let yourself be the character. Have fun with it.}

5) Call time out

{Let your player know if you are coming out of character to make a suggestion.}

6) Repeat

{Be prepared to go through a specific part of the conversation several times.}

7) Add a twist

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{Based on how well you think the player is doing, you can vary how you play the role to create easier or more challenging situations.}

8) Debrief

ASK: What did you learn from doing this practice conversation?

ASK: Are there any other conversations we should plan to practice another time?

Consider practice for non-conversational skills

Ask: Let's look at another key action of your game. What is a way you could get some "practice" to improve your skill?

5) Update how your player is going to play

Ask: Based on what you just experienced, what **RESULTS** do you want to play for this week?

Ask: What are the **ACTIONS** that you will play with this week?

6) Co-Create Observation

Ask: What is a creative way I can observe you at play this week?

{get creative together and come up with a little plan; even if it is just 2 minutes of something}

7) Wrap Up your conversation

Complete the session

Say: OK. We have a plan for the week.

{If you have time?}

8) Quick Life Check in

ASK: Before we wrap up can you give me a 1-minute update on what is happening in your life?

If there is something BIG going on...

ASK: is this something we need **to think about adding to** how you play or what you are playing for?

{If yes, make a note of it for the future}

ASK: This was a great session. Can you give me a 30 second wrap up of what you learned today?

(Optional Document the plan)

Ask: can you send me an email later today stating exactly what you are going to do and what results you are playing for?

**** Follow up if you don't get the email!**

Ask: OK, can you give me your 30 second highlight of our session?

Note to coach:

After the conversation, write the date and a few key words in each of the boxes on the Playsheet Section 7.

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Session #9: Expand Inner Freedom (Step 8)

1) "Just a little bit of fear"

Your instructor will lead a powerful conversation about the concept of "comfort zone" and fear.

Here are a few key points:

What does it mean to be outside of your comfort zone?

Something about the action creates an uncomfortable buzzing energy in the body.

People resist doing things for 3 reasons (most of the time)

- 1) They don't understand WHY they are doing it (Game plan issue)
- 2) They don't know how to do it, but are afraid to reveal this to anyone (Skill/Practice Issue)
- 3) Something about the action creates body discomfort (Inner Freedom Issue)

BIG POINT: It only takes a LITTLE BIT OF FEAR to cause someone to resist an action and find a way to "stay safe".

2) Finding critical moments

We will explore 3 questions that you can use to identify critical moments.

Look at your own life.

Be prepared to share an example for each one of these scenarios.

- 1) What are important actions in your game that you are often avoiding?
- 2) What are important actions that you are doing by powering through your inner resistance?
e.g.: You really have to force yourself to do it. Wait to the last minute. Build up the pressure until NOT doing it is more painful than doing it?
- 3) What are important actions that you are doing but not getting the desired results?
Since most life game actions are conversations and communications playing for another person to say: YES, if you are in a state of "fearing fear" you project doubt; which makes it almost impossible for the other person to say: YES; even if what you are offering is "good".

Question: Share with your group one personal example of each "critical moment" scenario.

GET SUPER SPECIFIC. When listening, make sure you agree that it is specific

3) Play Two Win Step #8) Expand Inner Freedom

Inner Freedom IS the ability to PLAY with FEAR

Inner Freedom is the ability to consciously choose when to play safe and when to play big. It effects every decision your player makes and nearly every action they engage in. Decisions and actions are what create winning and losing in every game and typically they are made below the level of awareness.

The key to inner freedom coaching is to bring to conscious awareness the fundamental inner conflict between the imperative to be safe / survive / stay inside the comfort zone VS. the desire to play big / contribute / go outside the comfort zone.

The conflict between staying safe and playing big in any moment is what makes life interesting and FUN! If every action was easy to complete with perfect results, life would be extremely boring.

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For the coach it is essential to have a tool to help your player become aware that the fears that hold them back serve a purpose AND that playing with them and expanding is where all growth into new possibilities happens!

What is the RISK/REWARD of your action?

What is the risk? What is the reward?

Question: Share your perspective on the "Dance" between the desire to play BIG and contribute and the need to stay safe and play small.

4) Coach Prep

Review the players' Playsheet and Coaching outline.

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Coaching Outline for Session #9: Expand Inner Freedom (Step 8)

In this session we want you to streamline the typical coaching flow so that you can dedicate time to using the Inner Freedom Method.

Sample Practice Skills Conversation

1) Observations and learning from play

SAY: Welcome back! It's great to be with you again.

Say: Let's talk about what I observed

Ask: Share with me your thoughts about what happened?

{Listen!}

Ask: Can I share a few observations?

{wait for them to say "Yes"}

Say: {Share a few thoughts} and create a short dialogue

2) Evaluate Play

Say: So, let's do a quick evaluation of your game and talk about what happened and what didn't happen?

ASK: Tell me about the **RESULTS** you got and the **RESULTS** you didn't get.

3) Respond to challenges together.

Ask: What was the biggest **CHALLENGE** you faced and what did you learn from it?

4) Figure out what to do next to play better

Use the Inner Freedom Method Steps to Identify and Replay a Critical Moment
Hint: it is probably related to the challenge!

4.1) Identify the activity where the player is stuck.

ASK: Of all of the activities in your game where you are a bit stuck - not taking the action - or not getting the results you want, which one do you think is most important for us to improve right now?

Say: This is a great opportunity for us to use a powerful coaching visualization technique called "Replay the moment". You know how in sports they have instant replay to slow down the action to see what really happened? Well we can do the same thing to get insights about what is happening for you in your game.

Ask: Let's use this technique to explore this situation. Is that ok with you?

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4.2) Emphasize “judgment-free awareness”

SAY: It is important when we are using this method that we maintain judgment-free awareness. Any thought or feeling that you share is useful. OK?

4.3) Clarify the Action and Desired Result

SAY: OK let's make sure we are clear on the intended action and the desired result. Can you recap it for me?

4.4) Select a moment

ASK: Recall a specific moment from the past week or two where you faced this challenge?

{Note: if they can't recall a moment, you can PRE-Play a moment for the near future.}

4.5) Re-Create the scene

SAY: tell me a little bit about the scene. Where were you?

4.6) Ensure a Safe Space

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

{Wait until they say yes...}

4.7) Start the Replay Technique

SAY: close your eyes, breath naturally, and take a few moments to recreate the scene in your mind using visualization.

4.8) Scan for Thoughts and Inklings

SAY: Now we are going to look at the moment from several different perspectives.

Just keep breathing naturally; keep your eyes closed and we'll talk together.

ASK: Using Judgment-Free Awareness what do you notice going through your mind?

4.9) Scan the body for physical sensations

SAY: Take a moment to scan your body for physical sensations from the top of your head to your waist.

ASK: Do you notice any physical sensations? Perhaps in your gut or in your chest?

SAY: I acknowledge your courage for noticing and feeling these sensations!

4.10) Feel the energy in the body

ASK: Which sensation is most intense?

Let them answer.

SAY: OK, now all you need to do is just allow yourself to feel that energy for 30 seconds. Don't try to do anything with it. Just allow it to be there and feel it.

ASK: Do you think you can do that?

Wait for the “yes”

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

For 30 seconds. Here we go.

at 15 seconds quietly say: keep going

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

4.11) Debrief the Experience

Now together you and your player will explore what you saw together.

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SAY: You can open your eyes now if you haven't already.

ASK: What was the experience like?

{Listen with Judgment-Free Awareness; just your presence will create a safe space for your player to share}

- **SPECIAL NOTE** {If your player has a "Memory Pop"}
Often while noticing physical sensations your player will have a memory of an earlier moment in life that will pop up. This is because those physical sensations ARE memories! Here is what you do...
 - a) Just listen! Don't judge the memory or try to make it mean anything.
 - b) **SAY:** this memory will give us some clues about why this particular activity is presenting a challenge for you. We will explore it in more detail in a future conversation. Thanks for sharing it with me now.

SAY: (something encouraging & acknowledging) "That was amazing. You did well in that exercise!"

Say: So you can see that you have some buzzing energy with this activity. That just means there is a little bit of subconscious fear coming up from something that happened in your past that is related in some way to this activity. The most important thing is to be aware of it. Often it will take care of itself.

4.12) Replay the moment with a NEW Picture

SAY: OK. Now we are going to create a new picture for you to live into for the next game.

SAY: Close your eyes again for a few moments.

SAY: Now replay the scene the way you want it to be; imagine you have power, freedom and the capability to make the right moves.

{wait a few moments}

SAY: Now, see yourself getting the results you desire. See it turning out just right.

{wait a few moments}

SAY: Open your eyes again and share with me a little bit of what you saw

SAY: Our purpose was to create deeper awareness about your situation and I think we accomplished that! Way to go!

ASK: What are your insights from this exploration?

5) Update how your player is going to play

Ask: Based on what you just experienced, what **RESULTS** do you want to play for this week?

Ask: What are the **ACTIONS** that you will play with this week?

6) Co-Create Observation

Ask: What is a creative way I can observe you at play this week?

{get creative together and come up with a little plan; even if it is just 2 minutes of something}

7) Wrap Up your conversation

Complete the session

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Say: OK. We have a plan for the week.

{If you have time?}

8) Quick Life Check in

ASK: Before we wrap up can you give me a 1-minute update on what is happening in your life?

If there is something BIG going on...

ASK: is this something we need **to think about adding to** how you play or what you are playing for?

{If yes, make a note of it for the future}

ASK: This was a great session. Can you give me a 30 second wrap up of what you learned today?

(Optional Document the plan)

Ask: can you send me an email later today stating exactly what you are going to do and what results you are playing for?

** Follow up if you don't get the email!

Ask: OK, can you give me your 30 second highlight of our session?

Note to coach:

After the conversation, write the date and a few key words in each of the boxes on the Playsheet Section 8

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Session #10: Design Winning Environments (Step 9)

1) The Environment Always Wins

Your instructor will lead a conversation about this provocative coaching theory.

Will Power vs. World Power

Will power is a limited, finite tank. Any endeavor that relies on will power for a long period of time empties the “will power tank”. Will power can fight obstacles in the environment for only so long until you run out of energy. In the end, the environment always wins. So, creating sustainable change always requires environmental redesign.

2) The 9 Environments of YOU

We have found it most useful to divide the environments into nine categories. Each of the nine falls into one of three groups:

1. The memetic environment is about ideas (the core environment that is connected to all the others)
2. Five environments of People, Places, and Things (relationship, network, physical, financial and technology)
3. Three environments of Body and Soul (self, body and spiritual)

3) Play Two Win Step #9) Expand World Power

The environment always wins

It does not matter how inspired or motivated or skillful you are if the world around you is full of obstacles, you cannot win. If your team mates are not on the same page, your best effort will not make a difference. The master coach helps the player design the world around them to inspire ongoing excellence.

*The essential ingredient here is to realize that environmental design is the key to sustainable success in life and in coaching! The environment must be redesigned for the game the player is playing now. For most people the environment is a reflection of the person they used to be and the games they used to play. 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.*

In other words, over time, the world around you becomes an accurate reflection of who you WERE on the inside; This may or may not be good news! While in a new environment, quick change may occur (like when you are away at a workshop), but typically people return to the way they were before when they return to their existing environment.

*So in order to create sustainable change, the coach must use their creativity, design sense and awareness 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. **We call this World Power!***

4) Coach Prep

Review the Game Design Sheet and Coaching outline.

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Coaching Outline for Session #10: Expand World Power (Step 9)

In this session we want you to stream line the typical coaching flow so that you can dedicate time to using the World Power Method.

1) Observations and learning from play

SAY: Welcome back! It's great to be with you again.

Say: Let's talk about what I observed

Ask: Share with me your thoughts about what happened?

{Listen!}

Ask: Can I share a few observations?

{wait for them to say "Yes"}

Say: {Share a few thoughts} and create a short dialogue

2) Evaluate Results of the game

Ask: So, how did you play? What happened? What didn't happen?

How to talk about success

Say: Wow! Congratulations. That is a great accomplishment. How did it feel?

Ask: OK, what do you want improve on next?

How to talk about failure

Say: OK, the most important thing we can do is maintain judgment-free awareness and learn as much as possible from the experience.

There are many things to ask. Here are a few examples.

Ask: What do you think we should work on now so that we can get better results next time

3) Respond to challenges together.

Here are some questions you can ask:

Ask: How can this challenge make you a better player?

4) Figure out what to do next to play better

Note to coach: Use the World Power Method Techniques – Zap Tolerations and 7 Most Influential People - to upgrade their Winning Environment.

Say: One of the most important factors of sustainable success is a winning environment! We call this World Power because it's about seeing your world as a personal success academy rather than an obstacle to overcome. So I think today we should focus on starting to design a winning environment for you.

Say: There are 2 high-impact exercises that we will do this week:

- 1) Zapping Tolerations
- 2) Your 7 MOST Influential people

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ZAPPING Tolerations

Say: Toleration Zapping is one of the most energizing things you can do. The concept is that EVERYTHING has an energetic impact on you. It is either adding energy to you OR depleting or draining your energy. EVERYTHING.

Say: When an environment is too full of tolerations you start to go numb, which then limits your ability to be powerful and alive. For example: Incompletions like broken promises and broken things are pretty much universally draining.

To zap a toleration.

4.1) Choose a toleration to zap

Ask: What are a few things that are obviously draining your energy. Every time you see it or think of it you think: oh, I have to take care of that?

Listen and make a short list

Ask: Which one do you think would be most energizing to zap this week?

4.2) Make a mental picture of it cleared

Say: Make a mental picture of how you want it to be.

4.3) Understand how it got that way?

Say: Give a little thought to how it got that way.

Ask: Is there a reason? Is there a missing habit or system?

Listen. You will learn something about your player here.

4.4) Make a plan

Ask: When can you set aside the time to DO IT? –

Say: Knowing that the energy you put into it will be immediately returned to you by eliminating the drain. Let NOTHING stop you. Make it a quest!

4.5) Celebrate

Ask: What is a small thing you can do to celebrate when it is done?

4.6) Your 7 MOST Influential People

Say: Next we will do a scan of the most influential people in your environment. We will start this process now to get you started and we will continue as we keep playing together.

Say: think of 3-7 people that you spend the most time with as in family and colleagues; and think 2-3 people that you know who are strategically connected in some way that could help you in your game.

Ask: Do you have them?

Say: Make a chart naming the 3-7 people in down the left side of a page.

Make 5 columns to jot down notes for each question.

Talk – Energy – Assets – Request – Support

Think of one person now for us to talk about together.

Just tell me their initials.

I am going to ask you 5 questions...

1) **Talk** - What do you talk about most of the time?

2) **Energy** - What is the overall energy / mood of this person and relationship?

3) **Assets** - What assets do they have that you could leverage better for your success?

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4) **Request** - What could you ask him/her for that you have not asked?

5) **Support** - Rate the level of support for your game (1 distraction / detractor -> 10 maximum supporter)

Coach: Repeat the questions for as many of the people as you have time for.

Then...

Ask: Is there anything you can see to do to get more support from your "People" environment from doing this exercise?

Say: Let's design an experiment - try something new - to expand your connection with someone, positively increase the influence they have on your ability to play your big game.

{Dialogue together and make a plan}

5) Update how your player is going to play

Ask: Based on what you just experienced, what **RESULTS** do you want to play for this week?

Ask: What are the **ACTIONS** that you will play with this week?

6) Co-Create Observation

Ask: What is a creative way I can observe you at play this week?

{get creative together and come up with a little plan; even if it is just 2 minutes of something}

7) Wrap Up your conversation

Complete the session

Say: OK. We have a plan for the week.

{If you have time?}

8) Quick Life Check in

ASK: Before we wrap up can you give me a 1-minute update on what is happening in your life?

If there is something BIG going on...

ASK: is this something we need to think about adding to how you play or what you are playing for?

{If yes, make a note of it for the future}

ASK: This was a great session. Can you give me a 30 second wrap up of what you learned today?

(Optional Document the plan)

Ask: can you send me an email later today stating exactly what you are going to do and what results you are playing for?

**** Follow up if you don't get the email!**

Ask: OK, can you give me your 30 second highlight of our session?

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Note to coach:

After the conversation, write the date and a few key words in each of the boxes on the Playsheet Section 9.

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Session #11: The Pursuit of Mastery

Read the complete chapter prior to class: 181

1) Blending outcome focus with mastery focus

Our theory of coaching is that it is a blend of focus on outcomes and focus on mastery.

Questions:

What does it mean to be outcome focused?

What does it mean to be mastery focused?

2) How to talk like a coach!

You are a Coach, NOT a task manager! (or a good friend)

There are distinctions between talking like a coach and talking like a friend or manager.

Questions:

What are the differences between: Talking like a Coach vs. Talking like a Friend

What are the differences between: Talking like a Coach vs. Talking like a Manager

Questions:

Why have we become so task oriented in our culture?

How do you create accountability without becoming a task master?

3) Game Over

One of the most important distinctions between playing and working is that in a game there is a game over, whereas most work is ongoing; the work never ends.

Questions:

What does "game over" mean to you?

Why is it important to have specific game time for every game?

4) The flow of a coaching session

We have now studied each of the steps of the Play Two Win Method. In addition, in each coaching outline you have seen the basic flow of a coaching session:

- 1) Quick Life / Situation Check in
- 2) Evaluate Results of the game
- 3) Respond to challenges together.
- 4) Figure out what to do next to play better
- 5) Create a new game for the upcoming time period

Now the key is to learn how to use the four "Play Better" steps – Game Plan, Practice Skills (Role Play), Inner Freedom and World Power – in whatever way best serves the player in the moment.

5) Coach Prep

First the usual: Review the Game Design Sheet, Coaching Proficiencies and Coaching outline.

#1) Engage in Provocative Conversations

Ask your player what they need to explore to play their game better next week.

#2) Reveal the Player to Themselves

Let the experience of the game reveal something to your player.

#12) Enter New Territories

Where is the game asking your player to go next?

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Coaching Outline for Session #11: Pursuit of Mastery (Session 10)

Note to the Coach: The Numbered Bold Lines are there to give you a reference point, you don't say them to your player.

In this session you follow the basic structure and decide with your player which of steps 6,7,8 or 9 (or a combination) will serve them best in this conversation.

1) Observation and learning from play

SAY: Welcome back! It's great to be with you again.

Say: Let's talk about what I observed

Ask: Share with me your thoughts about what happened?

{Listen!}

Ask: Can I share a few observations?

{wait for them to say "Yes"}

Say: {Share a few thoughts} and create a short dialogue

2) Evaluate Results of the game

Ask: So, how did you play? What happened? What didn't happen?

That's it. Then just listen and maintain judgment-free awareness

3) Respond to challenges together.

Ask: What challenges did you face in the game?

Ask: How can this challenge make you a better player?

4) Figure out what to do next to play better

Note to coach: It may be obvious what to do next based on what you have discussed. If it isn't, then ask!

Ask: What do you think we should do next to help you play your best game this week? Game plan, Practice skills, Inner Freedom or World Power?

{Dive into which ever step they choose}

5) Update how your player is going to play

Ask: Based on what you just experienced, what **RESULTS** do you want to play for this week?

Ask: What are the **ACTIONS** that you will play with this week?

6) Co-Create Observation

Ask: What is a creative way I can observe you at play this week?

{get creative together and come up with a little plan; even if it is just 2 minutes of something}

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7) Wrap Up your conversation

Complete the session

Say: OK. We have a plan for the week.

{If you have time?}

8) Quick Life Check in

ASK: Before we wrap up can you give me a 1-minute update on what is happening in your life?

If there is something BIG going on...

ASK: is this something we need to think about adding to how you play or what you are playing for?

{If yes, make a note of it for the future}

ASK: This was a great session. Can you give me a 30 second wrap up of what you learned today?

(Optional Document the plan)

Ask: can you send me an email later today stating exactly what you are going to do and what results you are playing for?

** Follow up if you don't get the email!

Ask: OK, can you give me your 30 second highlight of our session?

Note to coach:

After the conversation, write the date and a few key words in each of the boxes on the Playsheet Section 10.

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Session #12: The Pursuit of Human Greatness

Read the complete chapter prior to class: 186

1) The Pursuit of Human Greatness

The Pursuit of Human Greatness is a very inspiring topic

Here are a few points:

- Requires a dynamic balance of support and challenge
- Who you become by playing the game
- How playing for results every week is a healthy challenge that forms you
- Human Greatness is raising the game for everyone who plays
- Human Greatness is being an inspiration for others
- **You CAN'T COACH YOURSELF!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!**

2) How to Play for vs. Work On what matters most

Our theory is that you can "Play For" vs. "Work on" your objectives and reach them by focusing on recurring actions and results with the spirit of play.

What did you learn experience about "Playing for" an objective vs. "Working on" an objective?

3) The winnable / Unwinnable game (revisited)

What makes a game winnable / unwinnable?

- Theory: From Coaches perspective = There IS NO FAILURE - there is only results.
- There are only two options: Win or Learn

4) How to conduct a season ending coaching session

Here are the important elements to weave into an end-of-season coaching session
Recognize achievement;

- Use the game design from the first few sessions to acknowledge each part of the game.
- Focus on learning - movement toward mastery
- Acknowledge what happened AND what did NOT happen
- It is important to acknowledge the status of each objective
- It is important to recognize disappointment
- AND celebrate success.
- **People are often blind to their own improvement.
The coach has to point this out to them**
- **VERY IMPORTANT** - create the BIG PICTURE for the next season.
This can help you sign a player for another series of coaching sessions.

5) Coach Prep

Review the Playsheet and Coaching outline.

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Coaching Outline for Session #12: Highlight the Season & Create the Next

In this session you follow the basic structure AND do a "Season Over" evaluation session.

This is the last session of the season. But you are still the coach and you want to know about the results of the final week of the game!!

1) Observations and learning from play

SAY: Welcome back! It's great to be with you again.

Say: Let's talk about what I observed

Ask: Share with me your thoughts about what happened?

{Listen!}

Ask: Can I share a few observations?

{wait for them to say "Yes"}

Say: {Share a few thoughts} and create a short dialogue

2) Evaluate Results of the game

Ask: So, how did you play? What happened? What didn't happen?

That's it. Then just listen and maintain judgment-free awareness

How to talk about success

Say: Wow! Congratulations. That is a great accomplishment. How did it feel?

Listen.

Ask: OK, what do you want improve on next?

How to talk about failure

Say: OK, the most important thing we can do is maintain judgment-free awareness and learn as much as possible from the experience.

There are many things to ask. Here are a few examples.

Ask: What do you think we should work on now so that we can get better results next time

3) Respond to challenges together.

Here are some questions you can ask:

Ask: How can this challenge make you a better player?

4) Wrap Up Your 12 Weeks Together ("AKA Season Over")

Say: WOW! Here we are at the end of 12 weeks. It has been amazing. Let's do a recap of our season together!

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ASK: Let's acknowledge where we ended up on each of your objectives. What is your assessment?
Listen and share your thoughts

Ask: Is there anything you are disappointed about?
Listen and share your thoughts

ASK: What are you most proud of?
Listen and share your thoughts

ASK: What is your vision for your next season?
Listen and share your thoughts

Say: I would like to acknowledge you for...
SHARE!

5) Create the next game for the upcoming season

Update the desired results from the activities

Ask: Based on what you just experienced, what results do you want to play for next in the game of your life?

Listen {If you want... See if there is a compelling reason to keep coaching together!}

Say: Thank you for being a great player!

Ask: OK, can you give me your 30 second highlight of our session?

Note to coach:

After the conversation, write the date and a few key words in each of the boxes on the Playsheet Section 12.