

PERSONAL Environments Method

Center For Coaching Mastery

PLAYBOOK

Personal Environments Method Coaching

The Environment ALWAYS Wins

The Environment Always Wins - this is the provocative mantra of this life-changing program. If you are coaching a player and NOT coaching their environment, you are only doing half your job! Without significant environmental design, no process of change is sustainable. Environmental design is the key to sustainable results because we evolve by adapting to the world around us. In this program you will explore each of the 9 Environments of YOU as first articulated by Thomas Leonard.

Center for Coaching Mastery
Level 3
By Dave Buck, MBA, MCC



Personal Environments Method™ Coaching Playbook

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

The themes of the program:

The Pursuit of Personal Evolution

AND

Master the craft of coaching with World Power

The BIG IDEA that is the focus of this program is this: **One of the three pursuits of coaching is “personal evolution”**. Most people know that they are a product of their environments, but the act as if they are blind to this truth. This is the coaching opportunity that we will explore in this program.

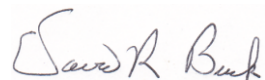
And we will play with our fundamental coaching theory: **ANY endeavor in life can be played as a winnable game worth playing.**

The emphasis will be on PLAYING a BIG Game in life and adopting a “GAME framework” in your personal, business and career life. Specifically, you will design and play a game with actions that require you to play outside of your current comfort zone. This is a potentially transformational shift and we invite you to PLAY 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 Coach Federation (ICF) the 30 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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0) Introduction

0.1) How to use this Play Book

The purpose of this playbook is to provide you with the important concepts to read and consider prior to each class session. Since the learning in our programs is largely based on the dialogue that occurs during the class there is also a place to record your "take-aways" from these conversations.

Pre Class Action Plan

- 1) Read Section 0 and 1 of the Play Book
- 2) Prepare your "game" as a player
- 3) Set up / Update your CoachVille Profile
- 4) Print 3 copies of the Inner Freedom Method Playsheet
- 5) Read the "Dyad Guide" (found in the syllabus)

You are READY for the first class!

0.2) Program Description

Personal Environments Method Coaching Pursue Personal Evolution

12 2.5 hour sessions; 30 hours total

The Environment Always Wins - this is the provocative mantra of this life-changing program. If you are coaching a player and NOT coaching their environment, you are only doing half your job! Without significant environmental design, no process of change is sustainable. Environmental design is the key to sustainable results because we evolve by adapting to the world around us.

In this program you will explore each of the 9 Environments of YOU as first articulated by Thomas Leonard. You will learn three unique Environmental Design Coaching Techniques. You will practice designing inspiring environments using Pattern Language. 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.

(Included in Center for Coaching Mastery Level 3)

*This Course Qualifies for 30 ICF CCEU's

Details

3 Key Points

1) The Environment Always Wins

Environmental design is essential to masterful coaching because the environment always wins! If you want your players to win the games of their lives then you MUST help them to design winning environments - environments that support them, inspire them and bring the game 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 games unwinnable in the first place.

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

2) Personal Evolution and the 9 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 creating the world as a reflection of themselves. What if you could design the world around you so that you could become who you desire to be AND evolve in unexpected often delightful ways?

Well it is possible and in this course you will learn how to do this with your players. In the Environmental Design Method Coaching program you learned how to design environments for sustainable success. In this program we go beyond results to Personal Evolution.

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.

3) Fundamental Environmental Design Theory

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 game the player is playing now. For most people the environment is a reflection of 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 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.

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.

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 and Sacred Spaces

Nature Environment - The Great Outdoors

There are 10 major themes of the course

1) Learn the nine environments of YOU and how to scan them for obstacles, assets and "missings".

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- 2) Basic environmental design method: ZAP “Tolerations” and become a Toleration-Free Zone.
- 3) Basic environmental design method for inspiration: Who will you become?
- 4) Transformation from Willpower to World Power
- 5) The Evolutionary Coaching Method: designing experiments and entering new territories
- 6) Using Pattern Language to Design Environments: Find the phrase that captures the feeling, then replicate!
- 7) Using Pattern Language to identify conflict and dissonance in the 9 Environments fo You
- 8) The Memetic Environment (Part 1): The Magical Powers of Replication: Leverage our natural capacity for imitation.
- 9) The Memetic Environment (Part 2): The Conscious Selection of Memes: Choosing what influences you
- 10) The Patterns of Complexity and Simplicity: Abandon the non-essentials and watch your player grow!

The GAME!

In each class you will...

- a) Engage in a lively discussion about the topic of the day
- b) Observe a real coaching session
- c) Coach a classmate and be coached in YOUR game

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

- 1) answering questions about what you have learned
- 2) completing exercises where you re-design your 9 environments
- 3) playing BIG in your own life and creating results
- 4) conducting coaching sessions
- 5) acquiring feedback letters from your players
- 6) staying in contact with your player/coach
- 7) supporting your team mates
- 8) making a BIG WIN happen in your life

Center for Coaching Mastery Students need a minimum number of points to graduate
You will be able to trade in your points for rewards at LifeVille.com! Awesome.

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 Review

Linda Hamilton

I have had a client 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 client 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. 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 clients. Brilliant

Super Details

A closer look at the Nine Environments

1) The Memetic Environment

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

2) The Financial Environment: Assessing Your Financial Environment

Nearly any game your player can play will be affected by their financial situation. How healthy is your players 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 games they are playing 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 persons 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 game 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 players network can play a powerful role in helping them achieve great success in the games of their life. We will provide you with ways to coach your client 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 client, 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 clients 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 win the games of their life.

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 client 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 clients 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 thankfulness. As with all design choices, your clients 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 client 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.

9) The Nature Environment: Designing "Everyday Nature" with Inspiration In Mind

Our spirits so lifted by beautiful flowers, a shining rainbow, or stars shining brightly in the clear night sky. We are drawn so dramatically to a panoramic view and to the sound of crashing waves on a sandy shore. There are deep and compelling reasons for our connection and love of nature. Our connection to nature has the potential to be a constant source of inspiration. No matter what games we are playing in life, connection to nature can bring us to life and restore our natural sense of wonder and mystery.

The Core Themes in Greater Detail

1) Introduction to the 9 Environments of You

Success becomes sustainable: When the environments support success AND make you feel fully alive. Being fully alive allows you to play a much bigger game in life. And through these BIG GAMES you evolve to your optimal potential and new levels of beauty, grace and greatness. This class will

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support you in taking the first crucial steps in the direction of living an inspired life each and every day where you work and play.

2) The Environmental Scan and Toleration-Free Coaching Method

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 current strengths, tolerations and conditions in your players 9 environments.

3) Discovering Who You Really Are

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

4) Transformation from Willpower to World 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.

5) The Evolutionary Coaching Method

Evolution is fostered by designing experiments and entering new territories. This is how you facilitate rapid growth for your player in their game 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 client in surprising ways. Personal evolution is a very different game, 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.

6) Using Pattern Language to Design Personal Environments

What games are your players playing? Are they games of business, career, romance, family, health, athletics or a spiritual quest? Through the use of carefully designed pattern language, it is very possible to design a world which is perfect for the games your player is playing; a world that brings the game to life! This class will teach you a method for designing environments using pattern language as a tool. With this tool you can develop dramatic new solutions to old and tired problems, create exciting new possibilities, and have success come in the games your client is playing with much less effort and willpower.

7) Using Pattern Language to Identify Conflict and Dissonance in the 9 Environments of You

Have you ever noticed that the environment is creating a source of conflict and frustration? This is a common experience when your client is playing a new game because your clients world is a reflection of the games they used to play. And many of those games were outgrown years ago! Through the use of pattern language you will identify elements of your clients world that are not designed for the new

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game. This goes deeper than tolerations that were identified in module 1. Here we get into the depths of your clients 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 the inner game 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.

8) The Memetic Environment (Part 1): The Magical Powers of Replication

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. This class will provide you with an introduction to the memetic environment—those ideas, behaviors, styles, or usages that spread from person to person within a culture and have a profound effect on your client.

9) The Memetic Environment (Part 2): The Conscious Selection of Memes

A good part of who your player is, is influenced by what comes into their lives and how they respond to it. Is your player fueling up from sources that completely support them? We will look at the sources that influence what we think, why we think what we do, and what we can do about it to create optimal conditions to flourish. The places your player gets and the degrees to which they are influenced by memes may surprise and astound you and them!

10) The Patterns of Complexity and Simplicity

Ahhh...give me the simple things in life. Now that your client has experienced the 9 environments of you and the strategies for personal evolution, it is time to begin looking closely at how to support your clients in discovering the environmental patterns of both complexity and simplicity. Abandoning the non-essentials and struggles in life leaves much more room for evolution, and your client will begin to move in the direction of their truest, closest to the heart dreams. This class will provide you and your client with a blueprint to begin designing their lives built on a foundation of simplicity, beauty, and clean open spaces. Your players spirit is about to soar!

0.3) Fundamental Coaching Theory

- 1) Any endeavor in life or business can be designed into a coach-able, win-able, playable game worth playing
- 2) The purpose of coaching is to play better; to guide an individual or team to play the game better and win on their own terms
- 3) Masterful coaching is possible ONLY when the coach truly knows the game the player is playing.
- 4) One of the 3 core pursuits of Coaching is the Pursuit of Human Greatness. Playing BIG in the world is the gateway to Human Greatness

The 3 Pursuits of Coaching

The modern coach must be aware of the core pursuits - most often unspoken - of anyone playing a BIG game 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 of their games / 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 **by products** 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 the game where they go beyond personal achievement and lift the whole game and everyone who plays it. 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 is only arises in the face of challenges. AND challenges are only overcome with lots of support. There is a delicate balance

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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™ 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 game 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 a bigger game. Then you need the ability to help them expand their capabilities so that they become "comfortable" in the bigger game. 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.

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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 its 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 playing the games of our lives.

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

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 play in any game.

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.

0.4) Personal Environments Scan



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Design A Winning Environment

The Environment ALWAYS Wins!

The **BIG GAME** Your 9 environments will help you create, accomplish and become

Player Name:

3 Primary Objectives

1

2

3

Recurring Activities	The Energy	Common Blocks		
Relationship	The People in your life EVERYDAY Family, Friends, Colleagues Deep connection	Fear of being alone Fear of being different		
Person - Primary Conversation	Mood	Assets	Blocks	Missing
In the Relationship Environment Who will you become?	Current Patterns	Desired Patterns		
Network	First Name Basis Key People - Web - Communities	Being seen and known	Resist standing out Resist participation	
Influential Person - Conversation	Mood	Assets	Blocks	Missing
Communities - Conversation				
In the Network Environment Who will you become?	Current Patterns	Desired Patterns		

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Recurring Activities		The Energy		Common Blocks	
Memetic		Cultural Norms Ideas - Concepts - Information		Information overload Conflicting values	
Information Source	Mood	Assets	Blocks	Missing	
In the Memetic Environment Who will you become?		Current Patterns		Desired Patterns	
Financial		Freedom Security Cash flow - Budget - Investments		Scarcity Consciousness Money Set Point Fear of having more than / less than a loved one	
Activity	Mood	Assets	Blocks	Missing	
Banking					
Manage Cash Flow					
Pay Bills					
Buy Things					
Go to work					
Track Assets					
In the Financial Environment Who will you become?		Current Patterns		Desired Patterns	
Physical		Every THING matters home - office - possessions		Do I LOVE this thing? Every THING has energy	
Place -	Activity	Mood	Assets	Blocks(fix/complete)	Missing
Kitchen					
Bedroom					
Living Room					
Office					
Car					
Equipment					
In the Physical Environment Who will you become?		Current Patterns		Desired Patterns	

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Design A Winning Environment Player Name: <input type="text"/>					
Recurring Activities		The Energy		Common Blocks	
Self		Express the REAL you Talents - Values - Character		Fear of arrogance Fear of ridicule	
Talents & Values - Expression		Mood	Assets	Blocks	Missing
In the Self Environment Who will you become?		Current Patterns <input type="text"/>		Desired Patterns <input type="text"/>	
Spiritual		The Devine Connection Oneness - Practices - Sacred Spaces		Scarcity Consciousness Not worthy of devine flow	
Practices		Mood	Assets	Blocks	Missing
Sacred Spaces					
In the Spiritual Environment Who will you become?		Current Patterns <input type="text"/>		Desired Patterns <input type="text"/>	
Body		The Moving Environment Your Appearance / Image Strength - Health - Radiance		Negligence Early body image	
Area - Activity		Mood	Assets	Blocks	Missing
Strength <small>upper body core lower body</small>					
Health					
Radiance					
Clothes					
In the Body Environment Who will you become?		Current Patterns <input type="text"/>		Desired Patterns <input type="text"/>	
Nature		Wildlife - Seasons - Outdoor Spaces		Do I know what I want?	
Outdoor space - Activity		Mood	Assets	Blocks	Missing
In the Nature Environment Who will you become?		Current Patterns <input type="text"/>		Desired Patterns <input type="text"/>	

Personal Environments Method™ Coaching Playbook

0.5) Finding 5 “Practice Players”

The only way to become a coach is by coaching! 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!

You probably already have more than 5 players. However, you will need 5 players specifically who you can practice the Personal Environments Method with from week to week. These should be 5 players who are ready to play big in a radical new way – by designing a winning environment.

So we urge you to find 5 people to practice the Personal Environments Method with each week while you are in class. Each session with your practice player can be done in person or over the phone and should be for approximately 30 minutes – no more, no less.

Here is what you need to do:

1) Who should you approach about your new career as a coach?

You approach ANYONE that will talk to you - friends, colleagues, associates, your facebook friends... EVERYONE. Please do not pre-screen people out with thoughts like:

- Oh, they would never hire a coach, or
- would never hire ME as a coach.
- they are too busy to have a coach, or
- they are too much of a loser to hire a coach ;-)

Be open. Some people may surprise you. AND it is very important to have a wide range of coaching experiences in your early days as a coach.

- DEFINITELY don't screen people out with the thought: "They are really important, I will wait until I have more experience!"

Don't wait!

You tell them: I am learning a powerful new coaching method and I need 5 players to practice this method with. We will be learning how to design a winning environment so that you can accomplish your objectives with much greater ease. We call in World Power instead of Will power!

2) Tell them that they will get a lot out of it because you will combine the new method with what you already do as an experienced coach.

Set the time in your calendar. An outline for the conversation is down a few paragraphs

THE BIG POINT HERE: You can approach it as asking them for a favor if that works for you. BUT you don't have to. You can approach it as they will be the lucky first ones that get to coach with you at such a low fee!

3) Let them know how much you will charge for each session or if it will be pro bono.

4) Tell them that you will provide them with a simple agreement form to document this arrangement.

5) If you want, you can invite them to do what we call a “Play BIG” exploratory session. It will take just 20-30 minutes and will be fun AND valuable. The outline for this session is below.

Now all you need is the courage to go and do it!

You tell them: I am launching my new career as a Coach and invite them to do a Play BIG exploratory session with you. It will take just 20-30 minutes and will be fun AND valuable.

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Book time in the calendar.

Then on the call, take control of the conversation right away.

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

"OK. Let's go.

If you looked at all of life as a game...

1) What would you say YOUR big game is right now?

2) What does winning look like for you in this game?

3) What are some of the challenges you are facing in the game?

4) Are there any big obstacles that you face on a regular basis?

5) Are there any important assets or resources that are missing from your environment

6) What would it mean for your life if you had a winning environment so that you could easily win this game on your own terms?

7) You have a big game here that I think you can win! Would you like to be one of my players?

I am putting together a team of players to launch personal environments method in my coaching. I am offering...

Before you start doing these sessions, choose one of these two options for your primary offer:

Either:

a) a low introductory rate of \$xx/month for 4 30 minute sessions for 3 months.

or

b) Pro Bono Coaching for 30 minutes per week for 12 weeks

If they say "yes", make a plan to start. (then do the dance of joy ;-)

if not...

Do you think I should be a professional coach? why?

Will you send me a quick letter to this effect for my reference file?

Our point for asking for the letter is to practice making offers and requests and also when someone does not want to accept your offer as a coach there is still much that can be created in the relationship if you are determined and assertive. It is GREAT practice.

0.6) Sample Coaching Agreement

Feel free to use the text of this agreement completely or as a starting point for your basic coaching agreement. Also, there are two additional examples in your syllabus.

Coach Dave Buck – When Playing BIG is your ONLY Option!

PLAYER COACHING AGREEMENT

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Welcome as a player! I look forward to being your partner in creating the life you desire by playing BIG and winning on your own terms! I'm not big on rules – but here are a few things that honor the professional nature of our relationship.

PLAYER FEE POLICIES AND PROCEDURES

FEE: The fee per month is \$500 – payable by credit card. Your credit card will be charged at the beginning of each month. The charge on your credit card statement will read "CoachVille LLC"

DEFINITION OF SERVICE

- a) CALLS: Our agreement includes 2 45-50 minute conversations each month. We will "book" 60 minutes in the calendar in the event that we need a little extra time.
- b) Check in calls during the weeks in between our coaching sessions. These calls will be 5-10 minutes.
- c) Email: I am available by email for questions and "sharing": news, insights, challenges, and accomplishments. I will typically reply to these communications within 24 hours, though if my travel schedule has me out of the office for an extended period it may be a few days longer.

LENGTH OF AGREEMENT

Our agreement is open ended / month to month – I recommend at least 6 months.

PROCEDURE

For our official coaching sessions I use a flexible schedule. We will set up our next appointment each time we talk. For our check-in calls call me when you have a few free minutes during the business day.

CHANGES

If you need to reschedule your call, please give me at least 24-hours notice. Occasionally I may need to reschedule and I will give you at least 24 hours notice as well. If an emergency occurs for either of us, we'll work around it and reschedule.

PROBLEMS

If I ever say or do something that upsets you or doesn't feel right please bring it up. I promise to be open to anything you need to say and I will do my best to make it right.

CONFIDENTIALITY

I recognize that certain information of a confidential nature may be shared during our sessions. I will not use this information for personal gain or disclose this information to anyone else without your specific approval.

THE NATURE OF THE RELATIONSHIP

Our coaching relationship is not to be considered psychological counseling or any type of therapy.

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The MOST IMPORTANT THING

is that you are ready to play and win the games of your life on your own terms. I cannot play the game for you. I will support you and challenge you in every way that I know. When you win, we both win.

_____	_____	_____	_____
David R Buck, Coach	Date	Name, Player	Date

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0.7) Your Game as a Player

Since everyone – including you! – will practice coaching as a part of this program, it follows then that everyone will also have to be a player! You will be partnered with another coach through the 12 sessions which will create a realistic experience of coaching someone over time. So the BIG question is: What is the game that you are playing that is BIG enough to need an Inner Freedom Method coach to play better?

Go for something that is definitely OUTSIDE of your comfort zone; with actions you would LOVE to do if only you had the courage and freedom.

ESSENTIAL – choose a game with LOTS of action that includes connecting with other people

Remember: Coaching is about playing better – it is NOT an intervention for problems!

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

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 that day!

3) If you are definitely going to invest the time each week to pursue coaching players for your new business, then that can be an excellent game to choose.

4) Your partner Coach can help you refine the idea for your game, but remember, they are a new coach! So it is better if you come in with a pretty clear idea.

5) 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.

6) Game Ideas include:

- Boost your career,
- Financial freedom (or stability, sustainability or independence)

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- Build your business,
- Energize your relationships,
- Expand your network,
- Reduce your tolerations
- Spiritual quest
- Personal leadership
- Community leadership
- Artistic expression and performance

What are your game ideas?

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Your Game

Examples: Expand your Business, Create a loving partnership;

What is the name of the game?

What is the object of the game? Over the next 3 months

What is the purpose of this game for you in your life? Or Why do you want to play this game? Big Picture

What are the activities of the game? What are you doing while you are playing?
