

Proficiency Coaching Playbook

Coaching Proficiency #2 Reveals the player to themselves

The more aware anyone is, the better choices they can make for themselves. Part of what Certified Coaches do with players is to help them discover their gifts, talents, wants, values, needs and dreams, as well as come to understand what motivates and inspires them. The result? A well-informed player, quickly moving forward on their path of self-awareness.

Learning Objectives

1. Point to their unseen gifts/secret aspirations.
2. Help them see their way of thinking/paradigm.
3. Help to identify their sources of motivation/energy.
4. The key distinction is awareness vs. information.

What is meant by "Reveals the player to themselves?"

Players are often oblivious as to:

1. Who they are.

They are unaware of their talents, strengths, the secret aspirations, which drives them forward, and the unseen "gifts" they give others. Gifts can include:

- a. Talents and abilities - music, arts, science, sports, etc.
- b. Personality traits - happy, kind, stimulating, calm, resilient, enthusiastic etc.
- c. Character - wisdom, strength, integrity, compassion, etc.

2. Where they are coming from.

The paradigms that condition the way they perceive the world and its obstacles and opportunities. Paradigms are beliefs about reality so powerful that they filter all incoming information and discard anything that is contrary. i.e.:

- a. Life is a struggle
- b. All Muslims are terrorists
- c. Coach training takes 3 years
- d. Americans will never buy small cars
- e. Business has to be serious

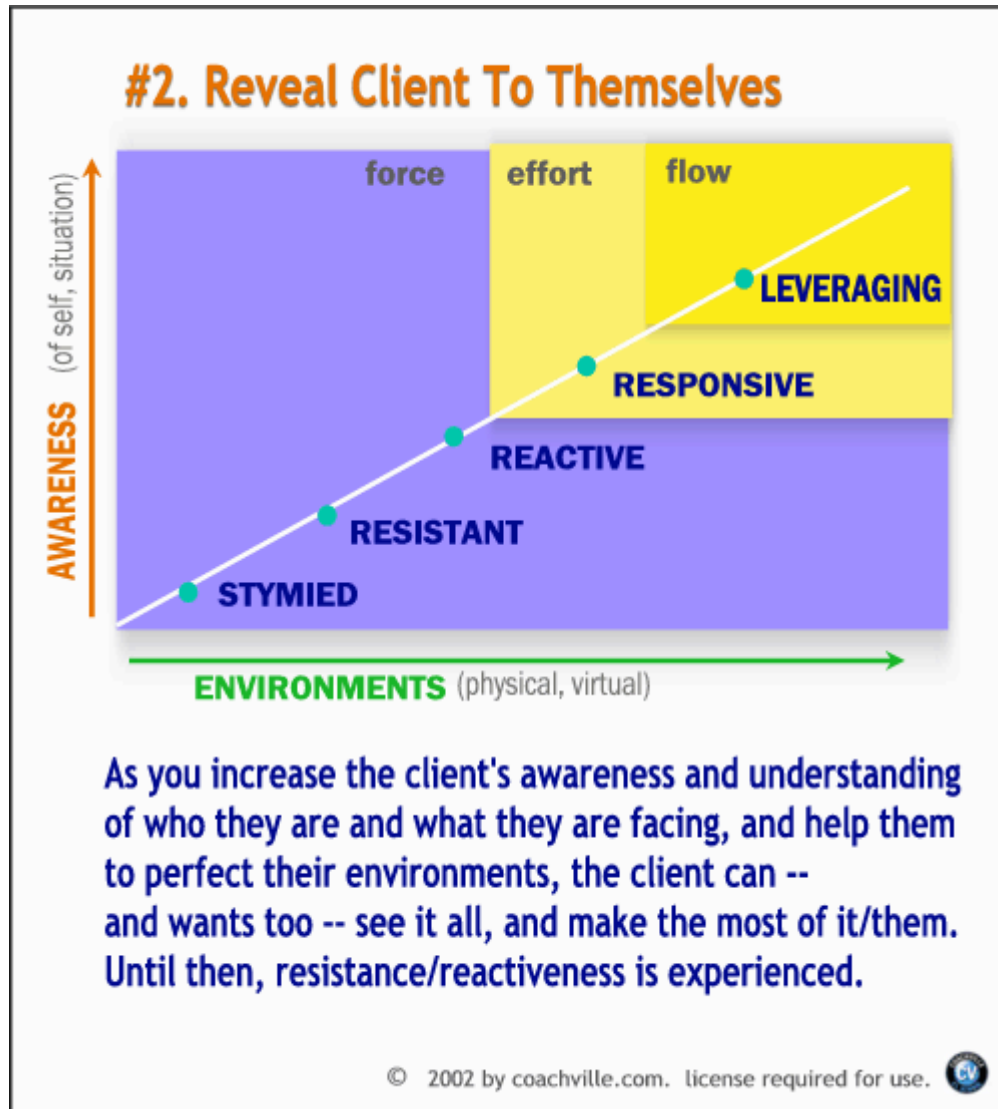
3. How they operate.

Their sources of personal energy, how they are motivated in both positive and negative ways. Sources of energy include:

- a. drama/conflict, the "saga".
- b. adrenaline.
- c. Winning, #1, victorious.
- d. need to be right.
- e. hope, joy, harmony.
- f. unmet needs.
- g. anger, hate, jealousy.
- h. need to serve.

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How does revealing the player to themselves help the player progress?



What are the general truths about revealing the player to themselves?

1. The more we know about ourselves, the easier it is to get what we really want.
2. We usually need another person to help us see important parts of ourselves or our lives.
3. Most of us are fairly uninformed about ourselves.

What is the role of the coach?

It is the role of the coach to assist the player to discover themselves in terms of who they are, how they operate, and where they are coming from.

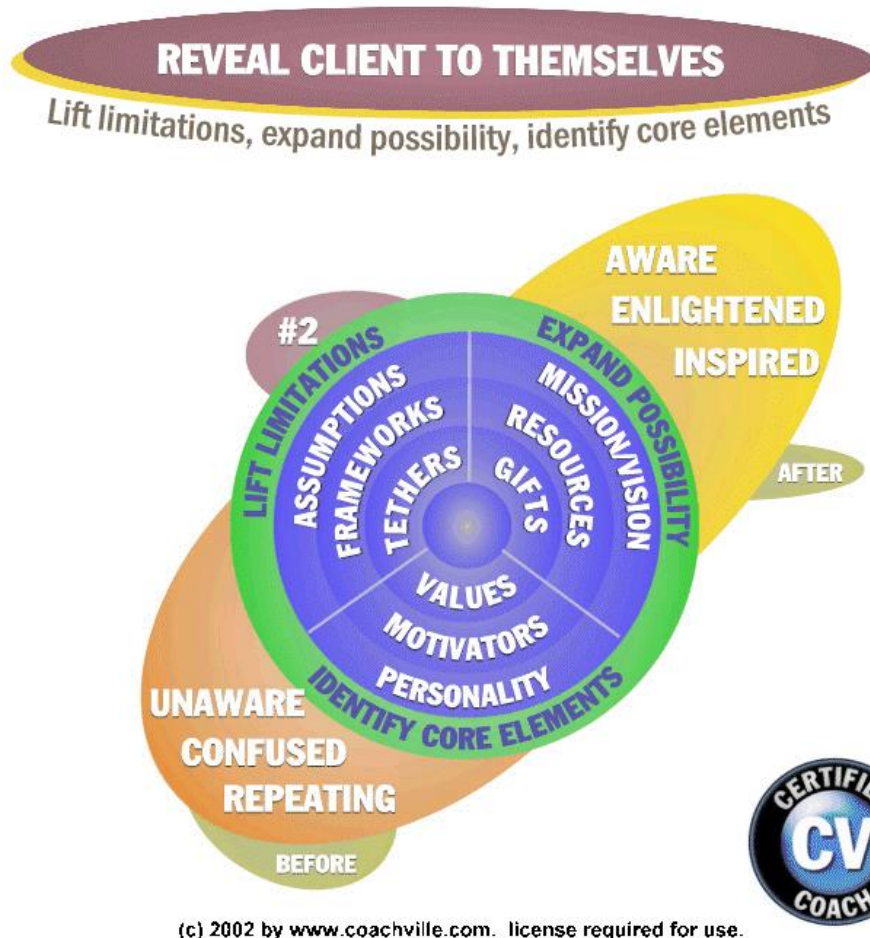
What are the benefits to the player?

1. They become surprisingly effective.
2. They operate with less resistance.
3. They gain in courage and strength.

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4. They will be able to recognize old, outdated paradigms and be more receptive to adopt new ones.
5. They will in time become super conductive by reveling in themselves.

How do you use this proficiency in coaching with players?



The process is self-discovery. The technique to use is questioning. Think of peeling away layers, uncovering, discovering.

- **Lift Limitations**
Point out their assumptions. Offer different frameworks. Identify what "tethers" them to their current results.
- **Identify Core Elements**
Reveal elements of their personality. Point out what is motivating them. Help them see what their values are and how they are impacting their results.
- **Expand the possibilities**
Ask them what their mission or vision is? Help them identify all their resources. Surface up, or point out, what their gifts are.

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How do you know you have revealed the right thing to the player?

The player has an a-ha moment.

The player sees themselves in a more empowering way.

The player has been freed up in some way.



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What are questions you can use to reveal the player to themselves?

1. Examples of questions to reveal who they are, their gifts and aspirations, are:

- a. Sure seems to me that what you have is a gift in that area.
- b. Do I hear a secret desire to.....?
- c. Are you taking that gift for granted?
- d. Now THAT'S a gift!
- e. What would you like to accomplish in life that you have told no one else about?
- f. What are you passionate about?
- g. What have people always said you are good at?
- h. What is it that you do so easily that it amazes people?
- i. Has any anyone ever mentioned that?
- j. Sounds like

2. Examples of questions to reveal where they are coming from:

- a. So the way you're seeing this is.....
- b. How would you have to change your thinking so that it shows up as an opportunity instead of a crisis?
- c. In some worlds that wouldn't be a problem.
- d. Suppose the opposite were true, what then?
- e. What's behind that idea?

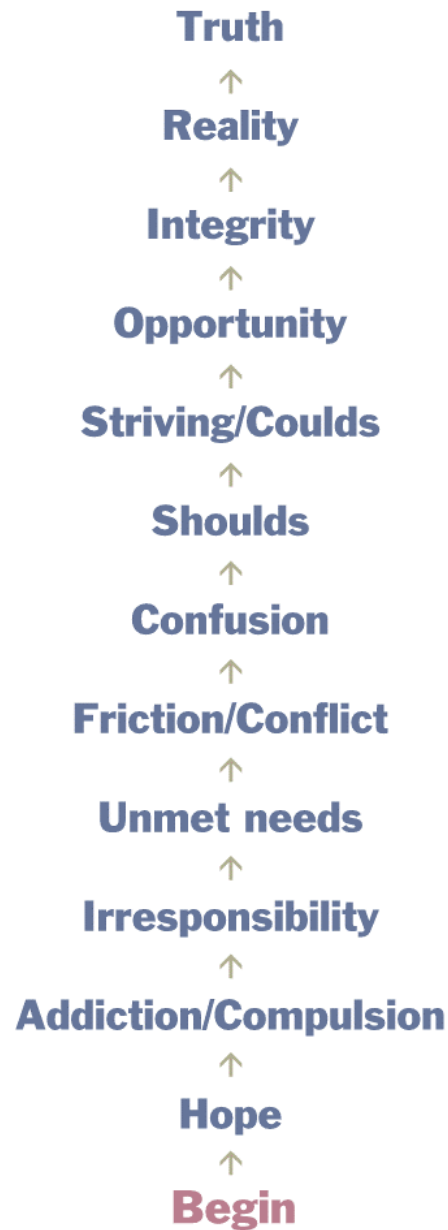
3. Examples of questions to reveal how they operate, where they get their energy from:

- a. Have we ever talked about energy sources?
- b. What part of this situation is giving you energy or fueling you?
- c. How clean of an energy source is that?
- d. Wow! Seriously, where do you get all that energy?
- e. Do you really want adrenaline to be your primary source of energy?
- f. Are you interested in upgrading your source of energy?
- g. I wonder if you're aware that you're complaining a lot?
- h. Can we talk about sources of energy that could sustain you for a lifetime?

What should the coach know in order to work with this proficiency?

1. Be aware of the variety of gifts and aspirations that players may have.
2. Have a thorough list of questions to ask in each of the 3 areas, gifts and aspirations; paradigms; source of energy.
3. Understand the power of paradigms and how they can blind the player to what may appear to be logical to the coach.
4. Be prepared to ask for revelations to occur.
5. Help the player to understand that people are often oblivious to who they are, where they come from, and how they operate. Bring the player into the game.
6. Players very often take their gifts for granted.
7. There are always layers to come off. It doesn't matter who does the peeling, as long as they come off!
8. Be curious.
9. It may take a day or two, a week, a year to fully become aware. Be patient.

The 12 Primary Sources of Energy



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What mistakes do coaches make in working with this proficiency?

1. Saying. "You are X..."

Be careful about putting them in a box. Players often think whatever the coach says must be true. Be aware of a tendency to do this. Create Permission Space! "Can I share an observation?" "I am sensing X, does that sound right to you?"

2. Making this a mission.

It's up to the player to accept or not. And, you might actually be wrong. Invite the discussion (see proficiency #1 - engages in provocative conversations).

3. Debating or convincing.

Don't turn this into an intellectual contest. Share what you observe, share inklings, and ask questions.