

## Coaching Outline for Session #2 Game Design – “BIG Results”

### Coach Prep

This session is about Game Design. Which is based on the question: what are the results your player wants to create? Another way of asking the question is: how will your player add value to the customer / community / cause?

And while going with the flow of the questions, look for opportunities to co-create a life changing conversation using these 3 “Super Powers”:

### #4) Think – Freedom to Choose

As you talk with your player about what they want to do, how they THINK will be revealed. You will see what they currently believe is possible for them.

Designing a specific game for the next 5 weeks is a revealing exercise in “choosing”. They can’t do “everything”. Here you want to help them become aware of the fact that they are choosing. Do they have the freedom to choose? Are their choices being dictated by some situation?

### #5) Create – Find the game

As you talk with your player about the game you will see how they currently CREATE their daily life. Do they see it as a sequence of tasks they have to complete? Is that what life is about? Or do they see it as game that they get to play? Is that what life is for? Here you can bring attention to the degree that their thinking is based in 20<sup>th</sup> century work mentality. Common themes include perfection trap, doing your own work and do it right the first time. Your game is to gradually free them up to move into the creative space of play.

### #6) Learn – Evaluate what matters

As workers in the Industrial Age we hated evaluation because there were only two options; either you did it right like you were supposed to, or you did in wrong and now you are in trouble. We learned this worker mentality every day in school. As a Coach Approach leader you must introduce them to player mentality. Players are in pursuit of results so they embrace feedback; they want to learn from everything.

Players embrace that in pursuit of results sometimes it happens, and sometimes it doesn’t AND that by LEARNING they can get the results they desire more often. When you are playing a game there is so much you can look at and learn from. The first thing to do is to select a small subset to look at so that you don’t create overwhelm. As a coach you will want to bring awareness to how your player learns. AND possibly introduce them to new ways of learning when they are ready.

# Basic Coaching Playbook

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## The Dialogue Outline – The Game = The Big Results

### 1) WELCOME

**Say:** "Thanks so much for being my player. I can't wait to see what we discover together today."

**ASK:** Do I have your permission to be your coach today? Are you ready to get started?

{wait for them to say, YES} "OK. Let's go.

### 2) The Game

**Ask:** Share with me your latest thinking, how would you describe YOUR big game is right now?

### 3) Define the RACE

**Say:** "We are going to use the RACE model to define the details of your game."

#### R) RESULTS!

**Ask:** What is the recurring result that you want to create each day in the game?

**Ask:** What is the impact you want to have on other people through this result?

**Ask:** What is the tangible measurable **OUTCOME** you want to create by getting these results?

#### A) ACTIONS!

**Ask:** What are the recurring actions that you will do each day to PLAY the game and create your results?

**Ask:** What is the skill you want to explore and **MASTER** by taking these actions every day?

#### C) CHALLENGE!

**Ask:** What are the challenges in the game that expect to face by playing for these results?

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

**Ask:** What support do you need?

**Ask:** Who do you want to **BECOME** as a result of facing these challenges?

#### E) EVALUATION! –

**Ask:** How will we evaluate your progress in the game each week?

### 4) Wrap Up

**Say:** "OK, we have a great game plan for the week."

**Ask:** "What are your highlights from the conversation?"