

COACHING SUPERPOWERS



CoachVille Center for Coaching Mastery



Great coaching will transform our world!

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Welcome. On behalf of the entire CV Team, I want to welcome you to the Coaching Superpowers program.

This is the book of “Coaching Guides for your Coaching Superpowers class.

Learning how to coach is a lot like learning how to play a musical instrument WITH the intention to play in an improvisational jazz group with other musicians.

Using this metaphor, these coaching guides are “the songs”. Learning the music provides a structure for learning the instrument and getting into the feeling of music.

After LOTS and LOTS of practice, you become masterful with the instrument, the feeling of the music is in your blood and you can “just play the songs” with other musicians without putting your attention them.

When you first start coaching, just follow the guides. Metaphorically speaking, you will be able to create pleasing music and hopefully continue to fuel your desire to pursue mastery. And then one day you will write your own songs!

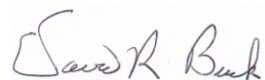
Before you use the Guide with a player read it over many times. Read it out loud a few times. Get a feeling for the words, the questions, the ideas and the flow of the conversation.

Using these coaching guides you will create a great experience for your players AND you will learn the Coaching Superpowers, Coaching Framework and the Superpower Zone path to personal growth.

In this book of coaching guides:

- The Exploratory Session with a potential player
- Session 1: The BIG Dream
- Session 2: Plan – Play - Learn
- Session 3: Play Together with Role Play
- Session 4: Play Together with a Pivotal Moment (Awareness)
- Session 5: The Performance-Possibility Gap (Role Play #2)
- Session 6: Profound Belonging

Enjoy every moment...



Coach Dave Buck and the CV Team!

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Exploratory Session with a Potential Player

1) Introduction

Say: "Thanks so much for doing this exploratory conversation with me. I really appreciate your time and I can't wait to see what we discover together. This conversation will take about 15 minutes.

Ask: Are you ready to go?

{Coach: wait for them to say: YES}

Say: "OK. Let's go. So as I mentioned I am participating in a Life Coaching Training program and they are really big on looking at business, career and life as a playing for your dream; my role as the coach is to help you pursue your dream, step into new experiences and grow outside of your comfort zone."

2) Discover their dream

Ask: If you looked at your life / business / career as living your dream; as playing for your dream...What would you say your big dream is right now?

{Coach: listen and ask any curious questions that pop up for you}

3) Find the Gap

Say: Coaching is always about the pursuit of playing better. It can be stepping out of your comfort zone to do some new actions or to develop some new skills. There may be some new experiences or results that you want to create.

Ask: What are some ways that you would like to play better right now?

{Coach: listen and **AVOID AVOID AVOID** offering solutions!!
Ask any curious or clarifying questions that pop up for you}

4) Explore their Superpowers

Say: As we play for your dream I want to help you express your unique abilities and develop your superpowers.

Ask: What would you say are some of your unique abilities or Superpower potential that we can develop together over the next 6 weeks (or 12 weeks)?

{Coach: This is just to set a tone and get them thinking about having Superpowers. They may not know what they are. Listen and ask any curious questions that pop up for you; but this is **NOT** the time to go **DEEP** on this topic. That will come later.}

5) Moment of choice

{Coach: Here you have to choose! Do you have a good connection with this person? Does something about them intrigue you as a learning opportunity for you?}

If YOU are a "YES":

Say: I love your Dream and I think we could have great success together.

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

If they say “yes”, move on to #6A. If not, skip to 6B.

If YOU are a “no”, skip to 6B.

6A) Confirm the commitment

Say: Excellent. I just want to confirm that you are committing to meet with me for about 30 minutes each week. If we can't do a session one week for some reason, we will make it up the next week.

Ask: Are you good with that?

{Coach: wait for them to say: YES}

Say: Let's get our first few sessions on the calendar now.

AND... Session 2 may be closer to 45 minutes because we are going to get into the details of how you are going to Play for your dream. So let's get both sessions on our calendars now.

{get your first 2 sessions set up in your calendar for as soon as possible after the start date for the program}

6B) If either of you say “no”: thank them for their time.

Say: I have learned a lot from this conversation. Thank you. But I don't think we are a good match for coaching together. Thanks so much for your time today!

Coaching Session 1: The BIG DREAM

1) WELCOME (and permission to coach)

Say: "I am really excited about coaching with you. I can't wait to see what we create together."

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 Dream (Purpose)

Say: We started talking about your Big Dream in our exploratory conversation.

Say: Today we will go a little deeper into it and maybe you have had some new insights since our last conversation...

Ask: Share with me again how you would describe your BIG Dream right now?

{Coach: listen and ask any curious questions that pop up for you}

Ask: What would it mean for your life if you were able to live this dream?
(AKA FIND the BIGGER WHY)

{Coach: listen }

Ask: What is the opportunity for you to live some of your values?

{Coach: listen }

Ask: What is one of your abilities that you really want to focus on playing with and developing into a Superpower over the next few months?

{Coach: listen }

Say: The reason I am asking these deep questions here is to get the feeling of your heart's desire. This is a heroes journey so there will be some challenges!

Ask: What are your thoughts about that?

{Coach: listen }

3) Experiences (and Action) {the Performance-Possibility Gap}

Say: Next we are going to start talking about actions and experiences. And we want to create a gap that we can play with together between how you are playing now and how you imagine being able to play.

Ask: What would playing at an elite level look like for you?

{Coach: listen and ask any curious questions or observations that pop up for you}

Say: The coaching method I am using is called: Plan – Play – Learn.

So each week we will create a play plan. Then you will go and play for your dream and then we will explore what happened and what you learned. In our next session we are going to get into the details of playing for your dream.

Ask: For this week what are some actions you will take to play for your dream?

{Coach: listen }

4) Growth (Play Together)

Say: Let's co-create some ways you can bring the spirit of play into your actions.

Ask: Do you have any ideas?

{Coach: listen first. Then ASK permission. Then share any ideas popping into your mind in the moment.

IMPORTANT: when playing with ideas the key is to let your imagination flow AND allow what you say to be a spark for the player. It is not about coming up with the right answers. }

5) Wrap Up

Say: “OK, this is a good place for us to wrap up this session.

Say: “My challenge for you between now and next week is to bring the spirit of play to as many of your actions and experiences as you can.

Say: “Can you do that?”

Wait for them to say: “YES!”

Say: “Great! Have a great week of play. Talk to you soon”

NOTE: if you want to stay connected with them via text or email, you can confirm those details with them.

Coaching Session 2: Plan - Play - Learn

{Coming Soon!}