



# 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 - Grow
- 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...

Dave R. Buck

Coach Dave Buck and the CV Team!

Great Coaching Will Transform Our World

# Exploratory Session with a Potential Player

## 1) Introduction

**Say:** "Thanks so much for doing this exploratory conversation with me. I really appreciate you 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 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 co-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) Plan ~ Explore the Big Dream

**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?

{Coach: listen. This is a question to find out about their purpose AKA Bigger Why; person-focused exploration}

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

{Coach: listen. This is a question to find out about what they value; person-focused exploration}

## 3) Play Together ~ {Explore the Performance-Possibility Gap}

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

{Coach: listen. It is OK if they are not too clear about this; person-focused exploration}

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

**Ask:** What are your thoughts about that?

{Coach: listen }

**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 – Grow.

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 look for growth opportunities. 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 can take to play for your dream?

{Coach: listen }

**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. }

#### 4) Grow Together

**Say:** “OK, this is a good time to switch into growth mode”

**Ask:** “What did you learn about playing for your dream (your situation) today?”

{Coach: listen

**Ask:** “What did you learn about yourself in this conversation?”

{Coach: listen

**Say:** “Can I share an observation?”

{Coach: share an observation about your player's superpower potential and the pursuit of their dream.

**Say:** “I just want to let you know that in most of our coaching sessions you will choose what aspect of your dream we will focus on. but since this was our first session we needed to focus on clarifying your dream and actions.

**Ask:** “How do you feel about your clarity of your Dream and Action Opportunities?”

{Coach: listen and share}

## 5) Play Plan (the days ahead)

**Say:** “OK, let’s make sure we have a Play Plan...”

**Ask:** “How can you use what you learned in our session in the days ahead?”

{Coach: listen}

**Ask:** “*What are the actions (or perspectives) you will focus on?*”

{Coach: listen}

**Ask:** “How will you keep our play plan alive between now and our next session?”

{Coach: listen their need for support or structure}

**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.

**Ask:** “Can you do that?”

Wait for them to say: “YES!”

**Say:** {Share a supportive observation about the player’s progress in the session}

**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.

## ALTERNATE ENDING

**Say:** “Great! Please keep me tuned in to your progress by email during the week (or text or however you choose). I want to hear from you. OK? Have a great week of play. Talk to you soon”

# Coaching Session 2: Plan - Play - Grow

## 1) WELCOME (and permission to coach)

**Say:** "I am really excited continue our coaching."

**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) Plan ~ BIG Dream Actions

**Say:** We talked about your BIG Dream in our last session.

**Ask:** Share with me any insights you had about playing for your Dream last week?

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

**Ask:** What were some of the actions you took and what happened?

{Coach: listen. It is important that they know that you care about how they play each week}

**Say:** Today we are going to explore the Performance Possibility Gap and talk about ways that you can play bigger and better for your dream using the Plan – Play – Grow approach. Each week we will co-create a plan. Then you will go out and play for your dream. Then together we will see how your experiences created growth.

**Ask:** Does that sound good to you?

{Coach: wait for the yes}

## 3) Play Together ~ {Explore the Performance-Possibility Gap}

### R) RESULTS!

**Say:** First we are going to talk about results. In the Play Mindset a result is when something happens in the world “as a result” of your actions. So this isn’t the action part, this is “what you want to have happen in the world” while you pursue your dream. Another way to think about it is that “the World” is other people.

**Ask:** What are some of the results that you want to create as part of your dream?

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

### A) ACTIONS!

**Ask:** What are the recurring actions that you will do to PLAY for the results you desire?

**Say:** Last session we talked a little bit about your Superpowers. A superpower is an ability that is refined until it is capable of BIG impact.

**Ask:** How will these actions call upon or develop your Superpowers?

{Coach: If you are noticing a player ability or quality that they are not saying, YOU can offer it as an observation. ASK FOR PERMISSION first}

**EXAMPLE:** Say: Hey I am noticing something here can I share it with you? {WAIT, for them to say "Yes"} I am observing that you may have XYZ ability that you could use. What do you think about that?

### C) CHALLENGES!

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

**Say:** Let's co-create some ways you can bring the spirit of play to your challenges.

**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. }

**Ask:** What Superpowers will these challenges evoke?

{Coach: If you are noticing a challenge or superpower that they are not saying, YOU can offer it as an observation. ASK FOR PERMISSION first}

**Ask:** How do you think you will grow by facing these challenges?

{Coach: If you are noticing a growth opportunity, YOU can offer it as an observation. ASK FOR PERMISSION first}

### 4) Grow Together

**Say:** "OK, this is a good time to switch into growth mode"

**Ask:** "What did you learn about playing for your dream (your situation) today?"

{Coach: listen

**Ask:** "What did you learn about yourself in this conversation?"

{Coach: listen

**Say:** “Can I share an observation?”

**{Coach: share an observation about your player’s superpowers and the pursuit of their dream.}**

**Ask:** “How do you feel about our progress in understanding how to play for your dream?”

**{Coach: listen and share}**

## **5) Play Plan (the days ahead)**

**Say:** “OK, let’s make sure we have a Play Plan…”

**Ask:** “How can you use what you learned in our session in the days ahead?”

**{Coach: listen}**

**Ask:** “*What are the actions (or perspectives) you will focus on?*”

**{Coach: listen}**

**Ask:** “How will you keep our play plan alive between now and our next session?”

**{Coach: listen their need for support or structure}**

**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.”

**Ask:** “Can you do that?”

**Wait for them to say: “YES!”**

**Say: {Share a supportive observation about the player’s progress in the session}**

**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.

## **ALTERNATE ENDING**

**Say:** “Great! Please keep me tuned in to your progress by email during the week (or text or however you choose). I want to hear from you. OK? Have a great week of play. Talk to you soon”

## Coaching Session 3: Prepare for Role Play

Role Play is THE most important Life Coaching skill.

Coaching occurs by being a practice partner and playing together so that your player can experiment and grow. One of the primary ways we play life is by relating with other people. So as a coach you need to be able to create practice situations so that your player can play better at relating. You do this by role playing pivotal situations and conversations.

There are many possible scenarios for a pivotal moment in life:

- a) It could be “pivotal” because it happens over and over again without desired results
- b) It could be “pivotal” because the possible rewards are great
- c) It could be “pivotal” because it could be emotionally challenging in some way

The role play is where the coach plays the role of the person the player needs to talk with. It could be a specific person. Or it could be a “typical” person for a recurring activity.

Doing a role play can feel uncomfortable for both coach AND player but when you understand the power of it, it is well worth expanding your comfort zone.

Doing a role play allows you, the coach, to “observe” your player in action and get a much better idea of their capabilities as a player.

To do a great role play only takes a few minutes.

**Here is your 7-step method for a great role play:**

- 1) Ask the player to describe the persons’ general characteristics in 30 seconds.
- 2) Ask the player to describe the persons’ point of view toward the issue/situation
- 3) Ask the player what is the positive influence that they are playing for in the conversation; what do they want the other person to say or do. Usually this means there is some offer or request that they want the other person to say “Yes” to.

Note: To play the role of another person, you do not have to change your voice. You can sound like yourself and still play the role.

4) As the coach, play it straight the first time and just get into it for a few minutes to see what happens.

5) **Call time out!** Share your observations. Ask the player for feedback on how you are playing the role and refine if necessary.

Ask the player to step into the next version of themselves and express their superpower in the next practice.

6) Try it again. Throw in a few twists as the role player if you want to see how your player responds

7) Repeat as many times as necessary until you feel your player has confidence for the conversation AND their superpower.

**Note: if your player can not think of a pivotal conversation to play with, a good default for most people is to practice introducing themselves in a social situation or business event.**

# Coaching Session 3: Play Together with Role Play

## 1) WELCOME (and permission to coach)

**Say:** "I am really excited continue our coaching."

**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."

**Say:** Great! Today we are going to take a BIG step toward playing better for your dream by role playing a pivotal conversation. We will get to that in a moment. Before we do that...

## 2) Plan ~ BIG Dream Actions

**Ask:** Share with me any insights you had about playing for your Dream last week?

{Coach: listen and ask any curious questions that pop up for you; ESPECIALLY listen for anything that sounds like a conversation that you could role play}

**Say:** Let's do a quick check-in on how you played.

**Ask:** Please share with me about your important **actions and results**.

{Coach: listen and ask any curious questions that pop up for you; ESPECIALLY listen for anything that sounds like a conversation that you could role play}

**Ask:** What was the most interesting **challenge** you faced and what did you discover about your Superpowers?

{Coach: listen and ask any curious questions that pop up for you; ESPECIALLY listen for anything that sounds like a conversation that you could role play}

**Say:** Today we will play together by doing a role play of a pivotal conversation in your Dream

**Ask:** Let's think of a conversation that we can practice right now. Any ideas?

{Coach: Most people don't think much about Role Playing conversations. So if they don't have any ideas it is up to you to suggest something from what they have shared about their dream.

If together you can come up with anything, Role Play introducing themselves at a social or networking event. Or sharing their dream with someone they have hesitated sharing with.}

## 3) Play Together ~ {Explore the Performance-Possibility Gap}

## Set up the Role Play

1) **Ask:** What role am I playing? Please describe the person's general characteristics in 30 seconds.

2) **Ask:** What is the result or influence that you want in this conversation?

3) **Ask:** What is the person's point of view toward the subject?

4) **Jump into the Role Play for a few minutes. Remember... It's PLAY!!**

5) **Call time out! Share your observations.**

**Ask:** How am I doing playing the role? Do I need to refine anything?

**Ask:** What is the superpower you want to practice expressing?

**Say:** OK. Let's try it again and this time play with your superpower!

6) **Try it again.** Throw in a few twists as the role player that will evoke your players Superpower to see how your player responds.

7) **Repeat** as many times as necessary until you feel your player has confidence for the conversation AND expressing their Superpower.

**Ask:** What are your insights from this practice?

## 4) Grow Together

**Say:** "OK, this is a good time to switch into growth mode"

**Ask:** "What did you learn about playing for your dream (your situation) today?"

{Coach: listen}

**Ask:** "What did you learn about yourself in this conversation?"

{Coach: listen}

**Say:** "Can I share an observation?"

{Coach: share an observation about your player's superpowers and the pursuit of their dream.}

**Ask:** "How do you feel about the progress you made in the conversation we played with?"

{Coach: listen and share}

## 5) Play Plan

**Say:** “OK, let’s make sure we have a Play Plan…”

**Ask:** “How can you use what you learned in our session in the days ahead?”

{Coach: listen}

**Ask:** “*What are the actions (or perspectives) you will focus on?*”

{Coach: listen}

**Ask:** “How will you keep our play plan alive between now and our next session?”

{Coach: listen their need for support or structure}

**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.”

**Ask:** “Can you do that?”

Wait for them to say: “YES!”

**Say:** {Share a supportive observation about the player’s progress in the session; if possible share something about how they expressed their superpower in the Role Play}

**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.

ALTERNATE ENDING

**Say:** “Great! Please keep me tuned in to your progress by email during the week (or text or however you choose). I want to hear from you. OK? Have a great week of play. Talk to you soon”

## Coaching Session 4: Pivotal Moments of Choice

Pivotal Moments of Choice is another important Life Coaching technique that you can use to PLAY WITH your player to help them play bigger and better.

Pivotal Moments of Choice happen ALL THE TIME when we aim to play BIG.

But we rarely notice them because they happen so fast.

A Pivotal Moment of Choice is when you have the opportunity to do something that will forward your BIG DREAM. But at the same time it involves social risk and stepping into the unknown.

When this happens we face a brief but powerful inner conflict between playing safe and playing BIG; between preservation and exploration.

Coaching occurs by being a practice partner pre-playing the moment with them so that the player bring the choice into conscious awareness..

There are many possible scenarios for a pivotal moment of choice:

- Talking to someone at a network event ~ should I share my dream? Or just say that I work at the bank.
- Thinking of sharing something on FB Live ~ should I just Go Live and share my idea? Or wait until it is perfectly planned some day in the future.
- Thinking of making a follow up call to someone you met ~ should I pick up the phone and invite them for coffee? Or wait until I have everything together perfectly.
- I have this time on my calendar to write a blog post/article/chapter ~ should I sit down and write something right now? Or should I wait until I feel inspired; Or wait until my office is perfectly organized?

These are phrased to sound a little but funny. But in truth we need to honor that these moments are more provocative than they appear on the surface because fear and social risk are involved.

The Pivotal Moment of Choice technique is a precise sequence of steps that requires the coaching superpowers especially Presence, Curiosity, Triplex Listening, Self-Trust and Go Deep!

**Here is your 7-step method for playing with a pivotal moment:**

- 1) Identify a VERY SPECIFIC moment to play with together. It will most likely be a moment where the player is experiencing at least a little bit of doubt, fear, stress, overwhelm, frustration or hesitation.
- 2) Invite the player to visualize themselves IN the moment and share the scene with you.

3) Ask the player the player to describe the thoughts in their mind WITH judgment-free awareness and curiosity.

4) Invite the player to explore the body sensations they experience while in the moment.

If they identify one, ask them to describe the shape, color and temperature.  
NOTHING ELSE.

5) **Ask the player to share the “wisdom of the fear”.** What is the fear trying to preserve or protect? Honor this wisdom completely.

6) Ask the player what their Dream is encouraging them to do. Together co-create a simple phrase to describe it. This is the “Dream Request.”

7) Go back to the visualization. Ask the player to go back to the original scene and see themselves in it while holding the Dream Request in their mind.

**Now your player can freely choose how to play the next time they are in this situation.**

# Coaching Session 4: Play Together with Pivotal Moment of Choice

## 1) WELCOME (and permission to coach)

*Say:* "I am happy to be with you again."

*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.

*Say:* Great! Today we are going to take another BIG step toward playing better for your dream by playing with a pivotal moment of choice. We will get to that in a moment. Before we do that...

## 2) Plan ~ BIG Dream Actions

*Ask:* Share with me any insights you had about playing for your Dream last week?

{Coach: listen and ask any curious questions that pop up for you;  
ESPECIALLY listen for anything that sounds like a **pivotal moment of choice** that you could play with together}

*Say:* Let's do a quick check-in on how you played.

*Ask:* Please share with me about your important **actions and results**.

{Coach: listen and ask any curious questions that pop up for you;  
ESPECIALLY listen for anything that sounds like a **pivotal moment of choice** that you could play with together}

*Ask:* What was the most interesting **challenge** you faced and what did you discover about your Superpowers?

{Coach: listen and ask any curious questions that pop up for you;  
ESPECIALLY listen for anything that sounds like a **pivotal moment of choice** that you could play with together}

*Say:* Today we will play together with a Pivotal Moment of Choice

*Ask:* Does that sound good to you?

{Coach: wait for the yes}

## 4) Play Together ~ {Explore the Performance-Possibility Gap}

### The Pivotal Moment of Choice Technique

1) **Ask:** Let's think of a situation right now where you are avoiding a specific action that your dream is asking you to do; Or a situation where you are experiencing doubt, fear, stress, overwhelm, frustration or hesitation; Any ideas?

{Coach: This may be obvious from what you already talked about. Or you may need to help them hone in on a specific situation.}

**SAY:** *OK let's make sure we are clear on what is happening and not happening.*

**ASK:** *The activity that we are playing with is X?  
And when you do X (the action), what is your intended result?*

{Listen: It is important that you are both clear about the action and the intended results.}

**SAY:** *we will use a visualization technique called: "PREplay the Moment" and explore your thoughts and physical sensations.*

## 2) Visualize the scene

### Ensure a Safe Space

{Coach Note: Make sure they are in an environment where it is safe to close their eyes for a few moments. Eg. Not driving. Not in a busy public place. Not watching something on the stove top. Not chopping vegetables.}

**ASK:** *Are you in a place where you can safely close your eyes?  
Assuming they say yes...*

### Start the Visualization

**SAY:** *close your eyes, breath naturally, and take a few moments to create the scene; envision yourself taking the action.*

**ASK:** *Can you describe the scene for me?*

{Coach Note: Listen carefully and get into the moment with them.

Coach Note: Make sure you can "see" it with them based on what they are describing.}

Coach Note: Some people are more fluid with visualization than others. Let them dictate the level of detail they describe.

## 3) Describe the Thoughts

**SAY:** *It is very important that you **maintain judgment-free awareness** during this exercise. You need to imagine that we are both looking at this situation as interested and caring yet detached observers. This will help us expand awareness more easily.*

**ASK:** *Do you notice any thoughts going through your mind?  
What are they?*

**SAY:** *Take your time. Continue to see yourself in the scene while being curious about everything that was going through your mind at that moment.*

{Coach Note: Just wait and listen}

#### 4) Scan the body

**SAY:** *Now I want you to scan your body for physical sensations from the top of your head down to your waist. Scan slowly and remain open.*

**ASK:** *What sensations are you feeling in your body?*

Coach, at this point there are 3 possibilities. They feel nothing, they feel one thing, they feel many things.

##### If they feel nothing

**SAY:** *that is ok. Often when we experience resistance there is a sensation in the body somewhere. Often it is quite subtle like a little buzzing or tingling sensation.*

##### Go down to 5) Share the wisdom of the fear

##### If they feel many things

**ASK:** *Which sensation is most intense?*

Have them choose one thing.

##### If they feel one thing... ALLOW it to be there

**SAY:** *Bring your full attention to the physical sensation. Feel into it as deeply as you can. ...{pause}... You may notice some emotions coming up. Just let them pass for now and focus on the physical sensation.*

**ASK:** *Does the feeling have a shape? If so, describe it?*

**ASK:** *Does the feeling have a color? If so, what is it?*

**ASK:** *Does the feeling have a temperature? If so, what is it?*

**SAY:** *OK. Just keep your eyes closed for a few more seconds. Feel into it and allow this sensation to be in your body.*

#### 5) Share the “Wisdom of the fear”

**SAY:** *OK. Well done. Now let's try to find the wisdom in what you are experiencing. Fear is always focused on self-preservation. We want to discover what the fear is urging you to preserve, protect or hide.*

**ASK:** Fill in the blank for this phrase: “It's not safe for me to ... fill in the blank”

Coach, co-create them. Explore a few options together. Encourage them to honor the wisdom of the “fear”.

## 6) The Dream's Request

**SAY:** That is excellent. *Now let's create a phrase to describe what your Dream wants you do.*

**ASK:** *What is your dream asking you to do in this situation?*

**Coach, co-create them. Explore a few options together. Help them hone in on a short phrase.**

## 7) Preplay the moment again

**SAY:** Now close your eyes for a moment and visualize the scene again while holding in your mind your Dream's request. ...{pause} See yourself making the BIG Move and everything turning out great.

**Give them 10-30 seconds of silence.**

**ASK:** *What did you see?*

**Listen.**

**SAY:** Now you have the choice to play safe or play BIG. Either one may be appropriate when you are in this situation. The key is that you have choice.

## 4) Grow Together

**Say:** "OK, this is a good time to switch into growth mode"

**Ask:** "What did you learn about playing for your dream (your situation) today?"

{Coach: listen

**Ask:** "What did you learn about yourself in this conversation?"

{Coach: listen

**Say:** "Can I share an observation?"

**{Coach: share an observation about your player's superpowers and the pursuit of their dream.}**

**Ask:** "How do you feel about the progress you made in the pivotal moment we played with?"

{Coach: listen and share}

## 5) Play Plan

**Say:** "OK, let's make sure we have a Play Plan..."

**Ask:** “How can you use what you learned in our session in the days ahead?”

{Coach: listen

**Ask:** “What are the actions (or perspectives) you will focus on?”

{Coach: listen

**Ask:** “How will you keep our play plan alive between now and our next session?”

{Coach: listen their need for support or structure}

**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.

**Ask:** “Can you do that?”

Wait for them to say: “YES!”

**Say:** {Share a supportive observation about the player’s progress in the session}

**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.

ALTERNATE ENDING

**Say:** “Great! Please keep me tuned in to your progress by email during the week (or text or however you choose). I want to hear from you. OK? Have a great week of play. Talk to you soon”

## Coaching Session 5: Role Play an “ASK”

In this session you are going to invite/challenge your player to practice an “ASK” conversation with you. An ASK in pursuit of a “YES” is a great way to experience playing for a desired result. Doing the Role Play is a great way to observe your player in action.

AND...

If your player experiences some resistance while asking, you can weave in parts of the Pivotal Moment coaching exercise. This Coaching Guide is set up for you to weave these two coaching methods together because it is both powerful AND common.

### 1) WELCOME (and permission to coach)

*Say:* "I am really excited continue our coaching."

*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."

*Say:* Great! Today we are going to take a BIG step toward playing better for your dream by role playing a pivotal conversation where you want to ASK for something. We will get to that in a moment. Before we do that...

### 2) Plan ~ BIG Dream Actions

*Ask:* Share with me any insights you had about playing for your Dream last week?

{Coach: listen and ask any curious questions that pop up for you; ESPECIALLY listen for anything that sounds like a conversation that you could role play}

*Say:* Let's do a quick check-in on how you played.

*Ask:* Please share with me about your important **actions and results**.

{Coach: listen and ask any curious questions that pop up for you; ESPECIALLY listen for anything that sounds like a conversation that you could role play}

*Ask:* What was the most interesting **challenge** you faced and what did you learn about your superpowers?

{Coach: listen and ask any curious questions that pop up for you; ESPECIALLY listen for anything that sounds like a conversation that you could role play}

**Say:** Today we will play together by doing a role play of a pivotal conversation in your Dream where you want to ask for something; or ask someone to do something with you or for you.

**Ask:** Let's think of a conversation that we can practice right now. Any ideas?

{Coach: Your player will be more acclimated to role play now. But asking is one of the most challenging things to do for most people. So you may need to offer a few suggestions for them to choose from.}

### 3) Play Together ~ {Explore the Performance-Possibility Gap}

#### Set up the Role Play

- 1) **Ask:** Who am I playing? Please describe the person's general characteristics in 30 seconds.
- 2) **Ask:** What is the ASK that you want to make in this conversation?
- 3) **Ask:** What is the person's point of view toward your request?

Jump into the Role Play for a few minutes. Remember... It's PLAY!!

Play the scene in a way that you make it obvious that your player should make the ASK

Pay special attention to your players energy and flow while making the ASK

- 5) **Call time out!** Share your observations.

**Ask:** How did you feel while making the ask?

OR

**ASK:** It seemed like you were avoiding making the ask. What was happening for you?

\*\*\* If your player was experiencing any hesitation, doubt or FEAR, go into the Pivotal Moment Exercise. Otherwise skip down to 6. \*\*\*

#### A) Visualize the scene

##### Ensure a Safe Space

{Coach Note: Make sure they are in an environment where it is safe to close their eyes for a few moments. Eg. Not driving. Not in a busy public place. Not watching something on the stove top. Not chopping vegetables.}

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

Assuming they say yes...

##### Start the Visualization

**SAY:** close your eyes, breath naturally, and take a few moments to re-create the scene we were just practicing.

#### B) Describe the Thoughts

**SAY:** *It is very important that you **maintain judgment-free awareness** during this exercise. You need to imagine that we are both looking at this situation as interested and caring yet detached observers. This will help us expand awareness more easily.*

**ASK:** *Do you notice any thoughts going through your mind?  
What are they?*

**SAY:** *Take your time. Continue to see yourself in the scene while being curious about everything that was going through your mind at that moment.*

**{Coach Note: Just wait and listen}**

### **C) Scan the body**

**SAY:** *Now I want you to scan your body for physical sensations from the top of your head down to your waist. Scan slowly and remain open.*

**ASK:** *What sensations are you feeling in your body?*

**Coach, at this point there are 3 possibilities. They feel nothing, they feel one thing, they feel many things.**

#### **If they feel nothing**

**SAY:** *that is ok. Often when we experience resistance there is a sensation in the body somewhere. Often it is quite subtle like a little buzzing or tingling sensation.*

#### **Go down to 5) Share the wisdom of the fear**

#### **If they feel many things**

**ASK:** *Which sensation is most intense?*

**Have them choose one thing.**

#### **If they feel one thing... ALLOW it to be there**

**SAY:** *Bring your full attention to the physical sensation. Feel into it as deeply as you can. ...{pause}... You may notice some emotions coming up. Just let them pass for now and focus on the physical sensation.*

**ASK:** *Does the feeling have a shape? What is it?*

**ASK:** *Does the feeling have a color? What is it?*

**ASK:** *Does the feeling have a temperature? What is it?*

### **D) Share the “Wisdom of the fear”**

**SAY:** *Now let's try to find the wisdom in what you are experiencing.*

**ASK:** *What is it urging you to preserve or protect?*

Coach, co-create them. Explore a few options together. Encourage them to honor the wisdom of the “fear”?

#### **E) The Dream’s Request**

**SAY:** That is excellent. *Now let’s create a phrase to describe what your Dream wants you do.*

**ASK:** *What is your dream asking you to do in this situation?*

Coach, co-create them. Explore a few options together. Help them hone in on a short phrase.

### **\*\*\* Back to the Role Play \*\*\***

6) **Try it again.** Throw in a few twists as the role player if you want to see how your player responds

7) **Repeat** as many times as necessary until you feel your player has confidence for the conversation.

**Ask:** What are your insights from this practice?

#### **4) Grow Together**

**Say:** “OK, this is a good time to switch into growth mode”

**Ask:** “What did you learn about playing for your dream (your situation) today?”

{Coach: listen

**Ask:** “What did you learn about yourself in this conversation?”

{Coach: listen

**Say:** “Can I share an observation?”

{Coach: share an observation about your player’s superpowers and the pursuit of their dream.}

**Ask:** “How do you feel about the progress you made in the conversation we played with?”

{Coach: listen and share}

#### **5) Play Plan**

**Say:** “OK, let’s make sure we have a Play Plan...

**Ask:** “How can you use what you learned in our session in the days ahead?”

{Coach: listen

**Ask:** “*What are the actions (or perspectives) you will focus on?*”

{Coach: listen

**Ask:** “How will you keep our play plan alive between now and our next session?”

{Coach: listen their need for support or structure}

**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.

**Ask:** “Can you do that?”

Wait for them to say: “YES!”

**Say:** {Share a supportive observation about the player’s progress in the session}

**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.

ALTERNATE ENDING

**Say:** “Great! Please keep me tuned in to your progress by email during the week (or text or however you choose). I want to hear from you. OK? Have a great week of play. Talk to you soon”

## Coaching Session 6: Capture Growth

Note to coach: There are 2 possible scenarios here.

- 1) This is your final session of a 6 session series.
- 2) This is session #6 of a 12 session series. (and you are going to continue coaching this player through the Proficiency Coaching class)

Either way, this is a good time to do a deep exploration on what has happened so far and then either wrap up OR make a plan to refresh the dream and keep playing together.

### 1) WELCOME (and permission to coach)

*Say:* "I am happy to be with you today"

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

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

*Say:* Great! Today we are going to do a deep dive on what has happened so far and who you are becoming. We will get to that in a moment. Before we do that...

### 2) Plan ~ BIG Dream Actions

*Ask:* Share with me any insights you had about playing for your Dream last week?

{Coach: listen and ask any curious questions that pop up for you; ESPECIALLY listen for anything that sounds like a conversation that you could role play}

*Say:* Let's do a quick check-in on how you played.

{Coach, if you already know about the Ask Role Play, then you don't need to ask this question}

*Ask:* Did you play with the Role Play Ask we explored las week?

*Ask:* Please share with me about any other important **actions and results**.

{Coach: listen and ask any curious questions that pop up for you; ESPECIALLY listen for anything that sounds like a conversation that you could role play}

*Ask:* What was the most interesting **challenge** you faced and what did you learn about your superpowers?

{Coach: listen and ask any curious questions that pop up for you;  
ESPECIALLY listen for anything that sounds like a conversation that you could  
role play}

### 3) Play Together ~ {Explore the Performance-Possibility Gap}

*Say:* Today we will play together by doing a deep dive on what has happened so far and who you are becoming.

*Coach:* you will use the RACE Model in reverse to guide this conversation.

#### E) EVALUATE.

*Ask:* How do you evaluate how you have played for your Dream over the past 5 weeks?

*Ask:* What were your most important results?

*Ask:* What did you learn from these results?

**Find something to celebrate!**

#### C) CHALLENGES

*Ask:* What challenges did you encounter?

*Ask:* What did you learn from these challenges?

*Ask:* How did these challenges bring out your Superpowers?

**Find something to celebrate.**

#### A) ACTIONS

*Ask:* What capabilities have you acquired by playing for your dream?

*Ask:* Where did you expand your level of mastery?

#### R) RESULTS / Bigger Why

*Ask:* How did your results fulfill your purpose to play for your Dream?

*Ask:* In what ways have you grown in the past 5 weeks?

**Find something to celebrate!**

### 4) Grow Together

*Say:* “OK, this is a good time to switch into growth mode”

*Ask:* “What did you learn about playing for your dream (your situation) today?”

{Coach: listen

*Ask:* “What did you learn about yourself in this conversation?”

{Coach: listen

**Say:** “Can I share an observation?”

**{Coach: share an observation about your player’s superpowers and the pursuit of their dream.}**

## 5) Wrap Up OR Play Plan

### If you are wrapping up...

**Ask:** “What are your highlights from our coaching experience together?”

**Ask:** “How do you feel about the progress we made toward your dream over the past 5 weeks?”

**Ask:** Can I share my highlights?

**SHARE SOMETHING PERSONAL!**

**Especially highlight their reclaimed and/or emerging superpowers!**

**Say:** Thanks so much for being my player!

### If you are continuing...

**Say:** “OK, let’s make sure we have a Play Plan...”

**Ask:** “How can you use what you learned in our session in the days ahead?”

**{Coach: listen}**

**Ask:** “What are the actions (or perspectives) you will focus on?”

**{Coach: listen}**

**Ask:** “How will you keep our play plan alive between now and our next session?”

**{Coach: listen their need for support or structure}**

**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.”

**Ask:** “Can you do that?”

**Wait for them to say: “YES!”**

**Say:** **{Share a supportive observation about the player’s progress in the session}**

**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.

#### ALTERNATE ENDING

**Say:** “Great! Please keep me tuned in to your progress by email during the week (or text or however you choose). I want to hear from you. OK? Have a great week of play. Talk to you soon”