



COACHING SUPERPOWERS



Coaching Guides



CoachVille Center for Coaching Mastery
We are the champions of dreams!

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; for your players, the program is called: Activate Your Superpowers.



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. Each coaching guide is like a new piece of music that will take you deeper into the instrument.

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 by putting your attention on the co-creation NOT on the music itself.

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 BE the music and 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.

When you are first learning, follow the Guides closely; put your attention on observing your player as they respond to the questions and statements.

Within each Guide there are places to follow your intuition and places to improvise; for example when doing a Role Play with your player.

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. (ALL AT THE SAME TIME!)

Also included with each guide is a page you can use to write your coaching notes from the session. These pages follow the flow of the coaching session and are a good way to get a visual picture of the session. There is a separate file called: “CSP Coaching Notes Pack”. Print one of these for each player you coach.

Enjoy every moment...

Coach Dave Buck and the CV Team!

We are the champions of dreams!

Quick Introduction to the format

Notice this format:

****!!!****

WELCOME

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 15-20 minutes.

ASK: Are you ready to go?

{Coach: wait for them to SAY: YES}

****!!!****

You say to the player the text after the **ASK:** While sounding conversational; as if that question just popped into your mind.

The copy in Red – {also in curly brackets if you don't see color} are notes with instructions for you that you don't say to the player.

Playsheets for Coaching Notes

[Activate Your Superpowers Playsheet Pack](#)

Miniature sample on the right.

There is a PDF with the playsheets for your 6 Session “Activate Your Superpowers” Adventure for you to use as both a player AND as a coach.

For each coaching session there is a sheet for notes that follows the flow of the coaching guide in words and icons; almost like a mind map of the session.

Writing a few keyword notes will help you capture the growth, awareness and plans that emerge in the session. You can write notes either during the session or immediately after; whichever helps you stay fully present.

The key is to find a sweet spot with your notes. Not none; Not too much.

Printing Instructions:

1) Page 3: Play Plan Playsheet

Print 6 copies of page 3

This is for you when you are the player. There is a weekly Play Plan playsheet for you to write a few key items of your play plan... and then keep your notes from your experiences as you play in the world in the time between sessions.

2) Pages 4 – 9: Coaching Session Notes

Print 2 (or more) copy of pages 4 - 9

These are the sheets that match the flow of the coaching session. There is a unique sheet for each of the 6 coaching sessions.

Print one copy for when you are the player.

Print one copy for coaching your practice partner in class.

Print one copy for each of your players.

Activate Your Superpowers Session #2 Notes Date: _____

The BIG Dream: _____

Explore the Fear / Growth Zone

CELEBRATIONS INSIGHTS ACTIONS AND RESULTS

SESSION FOCUS: PLAN, PLAY, GROW

Results Actions Challenges Growth

Impact Superpowers Spirit of Play Growth

Growth Zone
What did you learn...
About playing for your dream? About yourself and your Superpowers?

Play Plan: What are the actions / perspectives you will focus on?

Coaching Guide for Exploratory Session

WELCOME

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 15-20 minutes.

ASK: Are you ready to go?

{Coach: wait for them to SAY: YES}

COACHING PLAN

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."

PRACTICE / PLAY TOGETHER

2) DISCOVER THEIR DREAM

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

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

You may want to ASK: "Anything else?" a few times to get to the deeper stuff.

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 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.}

GROWTH MODE

5) MOMENT OF CHOICE

{Coach: Here you have to choose! Do you have a good connection with them? 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 #5A. If not, skip to 5B.

If YOU are a “no”, skip to 5B.

PLAY PLAN (the days ahead)

5A) CONFIRM THE COMMITMENT

SAY: Excellent. I just want to confirm that you are committing to meet with me for about 45 minutes each week. If we can't do a session one week for some reason, we will try to 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 session on the calendar now.

AND... Session 2 may be closer to an hour because we are going to get into the details of how you are going to Play for your dream. So let's get that session on our calendars now as well.

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

6) ENDING

SAY: “Great! Talk to you soon”

5B) 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 Guide Session 1: The BIG Dream

Coaching Superpowers Chapter 1: BIG Dreams

WELCOME (and permission to coach)

1) WELCOME

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}

SAY: "OK. Let's go."

COACHING PLAN

2) EXPLORE THE BIG DREAM

SAY: We started talking about your Big Dream in our exploratory conversation. Our coaching plan for today is to go deeper into it co-create the details of your BIG Dream.

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}

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

{Coach: This is a question to find out what they value; part of Becoming Super YOU}

3) Play Together ~ Explore the Performance-Possibility Gap

3) 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; part of Becoming Super YOU}

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 this is a BIG Dream exploration into the Gap, desired experiences and growth}

SAY: The coaching technique 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 out in the world 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. IMPORTANT: when co-creating ideas the key is to let your imagination flow AND allow what you say to spark the player. It is not about coming up with the right answers. }

GROWTH MODE

4) GROWTH MODE

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.

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

{Coach: listen and share}

PLAY PLAN (the days ahead)

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}

6) ENDING

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 {connect tool}. I want to hear from you. OK? Have a great week of play. Talk to you soon”

Coaching Guide Session 2: Plan - Play - Grow

Coaching Superpowers Chapter 2: Experiences

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) COACHING PLAN ~ BIG Dream Actions

SAY: Our coaching plan for today is to co-create a play plan for you and your dream.

SAY: Before we do that, in each session I am going to ask you to share your BIG Dream with me so that we stay connected to it. So go ahead and share how you describe your BIG Dream now.

{listen. It is powerful for someone to speak their dream}

ASK: Share with me anything you want to celebrate since our last session...

{listen and encourage... celebrating together strengthens the connection}

ASK: Share with me any insights you had about playing for your Dream?

{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; especially for actions and results to **celebrate!!**. It is important that they know that you care about how they play each week}

3) Play Together ~ Explore the Performance-Possibility Gap

SAY: Let's get into our play plan! 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 technique. 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}

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. IMPORTANT: when co-creating ideas the key is to let your imagination flow AND allow what you say to spark 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, ASK FOR PERMISSION then share}

4) GROWTH MODE

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

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

{Coach: listen

ASK: “What did you learn about yourself and your superpowers in this session?”

{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: “Keep creating ways to bring the spirit of play and your superpowers 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 {connect tool}. I want to hear from you. OK? Have a great week of play. Talk to you soon”

Coaching Guide Session 3: Practice with Role Play

Coaching Superpowers Chapter 3: Develop

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) COACHING PLAN ~ BIG Dream Actions

SAY: For our Coaching plan today we will practice together by doing a role play of a pivotal conversation in your Dream.

SAY: To get us started, share with me how you describe your BIG Dream now.

{listen. It is powerful for someone to speak their dream}

ASK: Share with me anything you want to celebrate since our last session...

{Coach: listen and champion their growth!}

ASK: Share with me any insights you had about playing for your Dream?

{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 anything important about your **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 BIG ASK conversation that you could role play}

This is a place to Co-create Awareness! ASK: "What other challenges..."
Encourage your player to embrace challenges as growth opportunities.

3) PRACTICE / PLAY TOGETHER

SAY: OK. Let's get into our Role Play.

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

{Coach: you may need to help them or even suggest something}

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) GROWTH MODE

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 and your superpowers in this session?"

{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 (For 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}

SAY: “Keep creating ways to bring the spirit of play and your superpowers 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 {connect tool}. I want to hear from you. OK? Have a great week of play. Talk to you soon”

Coaching Guide Session 4: Pivotal Moment of Choice

Coaching Superpowers Chapter 4: Awareness

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) COACHING PLAN ~ BIG Dream Actions

SAY: For our coaching plan today we will practice together with a Pivotal Moment of Choice.

SAY: As we do each session, share with me how you describe your BIG Dream now.

{listen. It is powerful for someone to speak their dream}

ASK: Share with me anything you want to celebrate from playing for your Dream last week?

{Coach: listen and champion their growth!}

ASK: Share with me any insights you had about playing for your Dream?

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

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

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

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

ASK: What were the most interesting **challenges** 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 to explore.}

This is a place to Co-create Awareness! ASK: "What other challenges..."
Encourage your player to embrace challenges as growth opportunities.

3) PRACTICE / PLAY TOGETHER

SAY: Let's get into our Pivotal Moment of Choice practice

ASK: Does that sound good to you?

{Coach: wait for the yes}

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?*

ASK: *Does the feeling have a color?*

ASK: *Does the feeling have a temperature?*

SAY: *OK. Just keep your eyes closed for a few more seconds. Feel into it and allow this sensation to be in your body for 30 seconds.*

{wait...stay silent for 30 seconds}

ASK: *You did it! What was that experience like? Did anything pop up for you?*

{just listen}

5) Share the “Wisdom of the fear”

SAY: 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 / Desire

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) GROWTH MODE

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 (your superpowers) 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 (for 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

SAY: “Keep creating ways to bring the spirit of play and your superpowers 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 {connect tool}. I want to hear from you. OK? Have a great week of play. Talk to you soon”

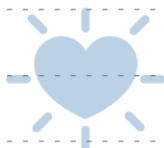
The BIG Dream:

Explore the Fear / Growth Zone

CELEBRATIONS



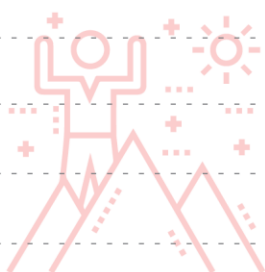
INSIGHTS



ACTIONS AND RESULTS



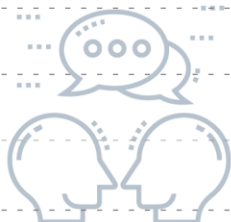
CHALLENGES



SUPERPOWER DISCOVERIES



Session Focus:
Role Play an "Ask"



IT'S NOT SAFE FOR ME TO



DREAM'S DESIRE



Growth Zone

What did you learn...

About playing for your dream?



About yourself and your Superpowers?

Play Plan: What are the actions / perspectives you will focus on?

Coaching Guide Session 5: Role Play an “ASK” + Pivotal Moment

Coaching Superpowers Chapter 5: Results

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) COACHING PLAN ~ BIG Dream Actions

SAY: Our coaching plan today is to practice by doing a role play of a pivotal conversation in your Dream where you want to ask for something, to relate for influence or ask someone to do something with you or for you.

SAY: As we do each session, share with me how you describe your BIG Dream now.

{listen. It is powerful for someone to speak their dream}

ASK: Share with me anything you want to celebrate from playing for your Dream last week?

{Coach: listen and champion their growth!}

ASK: Share with me any insights you had about playing for your Dream?

{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 anything important about your 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 BIG ASK conversation that you could role play}

**This is a place to Co-create Awareness! ASK: “What other challenges...”
Encourage your player to embrace challenges as growth opportunities.**

3) PRACTICE / PLAY TOGETHER

SAY: Let's get into our pivotal conversation practice.

ASK: Let's think of a BIG ASK 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.}

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.

USE 1 of these 2 questions A or B...

A) ASK: How did you feel while making the ask?

OR

B) 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 D) 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?*

SAY: *OK. Just keep your eyes closed for a few more seconds. Feel into it and allow this sensation to be in your body for 30 seconds.*

{wait...stay silent for 30 seconds}

ASK: You did it! What was that experience like? Did anything pop up for you?

{just listen}

D) Share the “Wisdom of the fear”

SAY: Now let’s try to find the wisdom in what you are experiencing. Let’s explore what this sensation is urging you to preserve or protect.

SAY: Fill in the blank of this statement: It’s not safe for me to _____

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

E) The Dream’s Request (Desire)

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) GROWTH MODE

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 (for 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}

SAY: “Keep creating ways to bring the spirit of play and your superpowers 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 {connect tool}. I want to hear from you. OK? Have a great week of play. Talk to you soon”

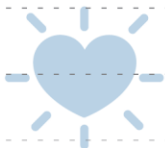
The BIG Dream:

Explore the Fear / Growth Zone

CELEBRATIONS



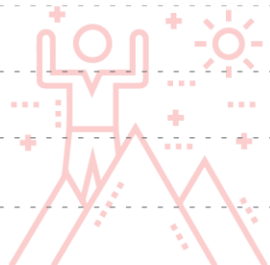
INSIGHTS



ACTIONS AND RESULTS



CHALLENGES



SUPERPOWER DISCOVERIES



Session Focus: Capture Growth

Evaluate



Challenges



Actions



Results



Growth Zone

What did you learn...

About playing for your dream?

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About yourself and your Superpowers?

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Play Plan: What are the actions / perspectives you will focus on?

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Coaching Guide 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) COACHING PLAN ~ BIG Dream Actions

SAY: For our coaching plan today we will play together by doing a deep dive on what has happened so far and who you are becoming.

SAY: As we do each session, share with me how you describe your BIG Dream now.

{listen. It is powerful for someone to speak their dream}

ASK: Share with me anything you want to celebrate from playing for your Dream last week?

{Coach: listen and champion their growth!}

ASK: Share with me any insights you had about playing for your Dream?

{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: Did you play with the Role Play Ask we explored in our last session?

{listen and explore what happened}

3) Play Together ~ Explore the Performance-Possibility Gap

SAY: Let's get into our deep dive on what has happened so far and who you are becoming by playing for your Dream.

Coach: you will use the ECAR part of the RACECAR Model 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 have you encountered?

ASK: How have you grown from these challenges?

ASK: How did these challenges bring out your Superpowers?

Share your thoughts....

A) ACTIONS (and experiences)

ASK: What are some of the new experiences you have co-created in the past 5 weeks?

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

ASK: Where did you expand your confidence or mastery with your superpowers?

Share your observations....

R) RESULTS

ASK: What are some of the results you have co-created in the world?

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

ASK: In what ways have you grown into your power in the past 5 weeks?

Share what you have seen...Find something more to celebrate!

4) GROWTH MODE

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 (your superpowers) 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}

SAY: “Keep bringing the spirit of play and your superpowers 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 {connect tool}. I want to hear from you. OK? Have a great week of play. Talk to you soon”