



ENERGIZE YOUR DREAMS



Coaching Guides
by Dave Buck, MCC



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: Energize Your Dreams.



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: “EYD 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!

Table of Contents

TABLE OF CONTENTS 3

COACHING GUIDE FORMAT 4

COACHING GUIDE SESSION 0: EXPLORATORY SESSION..... 5

COACHING GUIDE SESSION 1: DREAM SHARING (ACTIVATE THE DREAM)..... 9

COACHING GUIDE SESSION 2: SOCIAL PLAY 16

COACHING GUIDE SESSION 3: PLAY BETTER..... 22

COACHING GUIDE SESSION 4: PIVOTAL MOMENTS 29

COACHING GUIDE SESSION 5: CO-CREATE PRACTICE 35

Coaching Guide Format

Here is the format for the Coaching Guides

!!!

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}

!!!

NOTES

1) You say to the player the text after the **ASK:** or **SAY:**

While sounding conversational;

as if that question just popped into your mind.

2) **The copy in Red** – {also in curly brackets if you don't see color} You DO NOT say to your player.

These notes are guidance for you.

Coaching Guide Session 0: Exploratory Session

1) WELCOME

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 20 minutes.

ASK: Are you ready to go?

{Coach: wait for them to SAY: YES}

2) COACHING PLAN

SAY: "OK. Let's go. So as I mentioned I am offering in a Coaching program called: Energize Your Dreams. The idea is to look at business or career and personal growth as playing for your Dream; my role as the coach is to help you live your dream now by exploring new experiences and stepping into the growth zone. This is what we are going to explore." If after we explore it, you want to become one of my players, then we can talk about those details.

ASK: Does that sound good to you?

{Coach: wait for them to SAY: YES}

3) PRACTICE TOGETHER

DISCOVER THEIR DREAM

1) **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.

2) **ASK:** One big idea in playing life with a life coach is that you can live your DREAM NOW. Considering all of the aspects of your current situation, how would you describe your focus for the next 3 months?

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

YOU are trying to hone in on the BIG Dream / BIG Purpose as well as the RIGHT NOW focus.

3) **ASK:** A big idea we will play with together is creating peak experiences... when you experience yourself as being awesome and loving life. Can you share with me an example of a peak experience you want to have as you play this dream over the next 3 months?

EXPLORE HUMAN NATURE SUPERPOWER URGE TO BECOME

SAY: As we play for your dream we are going to focus on unleashing your Human Nature Superpowers. This is really powerful and fun. One of these is the Urge to Become next version of YOU through self-expression and playful practice. Let's talk about this for a few moments.

4) ASK: How would you like to expand your self-expression over the next 3 months?

5) ASK: What are some ways you want to contribute to the lives of others by playing this Dream?

{Coach: This is just to set a tone for unleashing their Human Nature Superpowers. 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.}

FIND THE GAP

SAY: Coaching is always about the pursuit of playing better. It can be stepping into the growth zone by doing some new actions or to developing some new skills.

6) ASK: What are some ways that you would like to play better over the next few months?

{Coach: listen and **AVOID AVOID AVOID** offering solutions!!
But you do want to affirm that you are excited about to dive into practice with them.}

7) ASK: Are there any growth-oriented challenges that you see in this dream?

{Coach: amplify them}

SAY: Coaching is all about practicing together. We have ways to practice anything in life that you need to do for your dream. I look forward to doing that with you.

{Coach: add something personal about how you connect to their dream and vision for growth.}

4) GROWTH MODE

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.

Only say the RED part if you are going to charge for the coaching.

ASK: *Can I tell you how the money works? And then you can decide if you* 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.

5) PLAY PLAN (the days ahead)

IF you are charging...

EXPLAIN THE MONEY

SAY: So, in order to earn my coaching certification I need to accumulate 450 paid coaching hours! It’s a lot. While I am on my way to certification I am offering a super affordable introductory rate of \$300 for 12 sessions. If you are good at math you know that is \$25 / session. Amazing value!

Plus you get the playbook and prep audios and playsheets and there is a community on the CoachVille App for all the players in the Energize Your Dreams program which you might really enjoy.

AND ...

You don’t pay until after our 4th session. If after our 4th session you want to keep going, then the investment is \$300 – and you can pay in 3 \$100 payments each month.

If you don’t want to keep going, then there is no payment, and we consider the 4 sessions pro bono and we both learned from the experience together.

ASK: Does this sound fair to you?

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 two sessions on the calendar now.

AND... Sessions 1 and 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

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

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: Dream Sharing (Activate the Dream)

Coaching Technique : Co-Create Awareness

1) WARMUP (and affirm coaching agreement)

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}

AFFIRM COACHING AGREEMENT

SAY: The first thing we need to do – and we only need to do this once, is a quick verbal recap of our Coaching Agreement.

ASK: I just want to confirm that you read the coaching agreement.

{wait for yes}

SAY: #1 Coaching is focused on growth by practicing together and exploring situations for new awareness. We are not doing therapy with the focus on healing. And I am not going to give you any legal, medical, or financial advice. Often coaching can have healing side-effects, but that is not our focus.

SAY: We can talk about anything you want to talk about, past, present or future, AND if something comes up that seems like it requires a psychological, legal, medical or financial professional, we will agree together for you to bring those specifics to another professional.

ASK: Are you ok with that?

{wait for yes}

SAY: As your coach I am not going to do any tasks or projects on your behalf. If we both want me to do something for you, that will be outside of this coaching agreement.

ASK: Are you ok with that?

{wait for yes}

SAY: There are a few boundaries that our conversations cannot cross. As a coach I take an ethics oath that I am not a supremacist; there is no inherent superiority of rulership of one person over another. So, we can't get into anything involving for example: white supremacy, male supremacy, religious supremacy or wealth supremacy.

ASK: Are you ok with that?

{wait for yes}

SAY: Our coaching sessions are confidential. What that means is that I won't share anything about our sessions with anyone without your permission. You can share about anything that you want to. There are two exceptions:

- 1) There is no coach-client privilege by law in the US. So if for some reason I receive a subpoena to testify in court about our sessions, I would have to do so.
- 2) If you talk about harming yourself or someone else, I would be obligated to seek assistance.

ASK: *Are you ok with that?*

{wait for yes}

SAY: One more thing. Today, we are going to co-create some clarity on the focus of our coaching together. And we will go in that general direction until you decide we should change it or expand it. Our focus is always your choice. I may suggest certain coaching techniques, but our focus within those techniques is always up to you.

ASK: *Are you ok with that?*

{wait for yes}

SAY: Whew! OK we are in the clear!

{coach, you can rephrase this in your own words 😊}

WARM UP

SAY: "OK. Let's start the coaching with a quick warm up. We will do 3 Connecting Breaths to warm up our wisdom and a 30 second visualization to warm up our imaginations.

SAY: A Connecting Breath is a BIG breath in and a SLOW breath out.

Breathing in to a count of 4 and breathing out to a count of 7. If you are in a safe place you can close your eyes. If possible put your feet flat on the floor and rest your hands on your lap or place them over your heart.

{do this in a quiet voice}

SAY: Big breath in ...{pause} and a slow breath out

SAY: Big breath in ...{pause} and a slow breath out

SAY: Big breath in ...{pause} and a slow breath out

SAY: Breathing this way creates a strong connection between the heart and the brain.

SAY: Next we will do a 30 second visualization. Keep your eyes closed if you can. Use your imagination to see yourself doing something you enjoy. Do your best to see it and feel it in your body as deeply as you can. After you start the scene, allow your imagination to take you where it wants to go.

SAY: 30 seconds... here we go.

{wait approximately 30 seconds}

SAY: OK Excellent. Thanks for doing that with me.

NOTE: *if they want to share what they saw, definitely encourage them to do so.*

ASK: Are you ready to dive in?

{wait for them to say: Yes}

2) COACHING PLAN

SAY: We started talking about your Dream in our exploratory conversation. Our coaching plan for today is to go deeper into your Dream; and co-create some growth opportunities by exploring the Superpowers of Human Nature.

ASK: Share with me a starting place for your Dream right now in two parts the Impact and your focus for the next 90 days.

ASK: One – what is the impact you want to have?

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

ASK: Two – what is your focus for the next 90 Days? We can update this as we go along.

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

3) PRACTICE TOGETHER

~ Explore the Performance-Possibility Gap

Drive to BE Free

SAY: First we will explore the Human Superpower the Drive to be Free which is about choosing your adventure in life, self-determination and self-trust

ASK: How does this dream spark your sense of adventure?

ASK: How will this dream activate your self-determination?

BONUS Question

ASK: will you need to break free of the status quo to play this dream?

ASK: How will this dream require you to expand your self-trust?

Love to BEfriend

SAY: Next we will explore the Human Superpower the Love to BEFriend which is about choosing your companions in life, co-creating and caring

ASK: How does this dream spark or satisfy your love for companionship?

ASK: How will this dream bring up opportunities to co-create with awesome people?

BONUS QUESTION

ASK: will you need to break free of the do it yourself mindset?

ASK: How will this dream require you to express your care for people?

ASK: How will this dream require you to accept care from other people?

Urge to BECOME

SAY: Next we will explore the Human Superpower the Urge to BEcome which is about self-expression, spirit of play and choosing your playful practices.

ASK: How does this dream spark your self-expression?

ASK: How can you bring the spirit of play into these actions?

ASK: Playful practice is all about getting better at doing things you enjoy. What are a few activities you envision getting better at doing?

BONUS QUESTION

ASK: will you need to break free of the perfection trap mindset?

Ability to BELieve

SAY: Next we will explore the Human Superpower the Ability to BELieve which is about choosing your desires, self-love and self-confidence

ASK: How does this dream tap into your hearts desires?

ASK: How will this dream bring up opportunities to experience self-love?

ASK: How will this dream require you to expand your self-confidence?

BONUS QUESTION

ASK: will you need to break free of the Industrial Age “I am not enough” mindset?

ASK: BONUS question: Are you aware of any beliefs about yourself or about life that you will need to upgrade to live this dream?

Need to BELong

SAY: Last one, we will explore the Human Superpower the Need to BELong which is about self-worth, contribution and choosing your environments.

ASK: How does this dream give you the opportunity to contribute to the community or the world in a meaningful way?

ASK: Self-worth ... what is something about your CORE YOU that you want to value and share with others?

BONUS QUESTION

ASK: will you need to break free of the “I don’t belong here” mindset?

ASK: Your environments are the people, places, things and ideas around you. Do you have an inkling of anything around you that you need to uplevel to feel like you truly belong?

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 today?”

{Coach: listen

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

{Coach: listen

SAY: “Can I share an observation?”

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

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

{Coach: listen and share}

5) PLAY PLAN (the days ahead)

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

SAY: We are going to use a coaching technique 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 }

ASK: “How can you use what you learned in our session to take a new action?”

{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: Social Play

Coaching Technique: Intentional Co-Creation

1) WARMUP

SAY: "I am really excited about coaching with you today. 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 start with a quick warm up. Just like last session, we will do 3 Connecting Breaths to warm up our wisdom and a 30 second visualization to warm up our imaginations.

SAY: A Connecting Breaths is a BIG breath in and a SLOW breath out.

If you are in a safe place, you can close your eyes. If possible, put your feet flat on the floor and rest your hands on your lap or place them over your heart.

{do this in a quiet voice}

SAY: Big breath in ...{pause} and a slow breath out

SAY: Big breath in ...{pause} and a slow breath out

SAY: Big breath in ...{pause} and a slow breath out

SAY: Breathing this way creates a strong connection between the heart and the mind.

SAY: Next we will do a 30 second visualization. Keep your eyes closed if you can. Use your imagination to see yourself doing something you enjoy. Do your best to see it and feel it in your body as deeply as you can. After you start the scene, allow your imagination to take you where it wants to go.

SAY: 30 seconds... here we go.

{wait approximately 30 seconds}

SAY: OK Excellent. Thanks for doing that with me.

NOTE: *if they want to share what they saw, definitely encourage them to do so.*

SAY: OK. The final warm up step is to share with me a 30-second version of your Dream. It's OK if it has changed since our last session.

{Listen. Then when they finish...}

SAY: I can see you doing that.

{pause for a moment}

ASK: Alright! We are warmed up now. Are you ready to dive in?

{wait for them to say: Yes}

2) COACHING PLAN ~ Social Play

SAY: Our coaching plan for today is to co-create a more detailed play plan for you and your dream using a model called Social Play. And then we are going to choose an action to practice together.

ASK: Does that sound good to you?

{wait for them so say YES}

ASK: Before we get into that, 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) CO-CREATE AND THEN PRACTICE Together

SAY: Let's get into our play plan! Today we are going to explore a powerful coaching model called Social Play. We are going to look at your Dream and figure out the social actions you want to take to live your dream for peak experiences. There are no road maps to our dreams. Today we will start looking for clues on the treasure map!

A key point about this model is to see that the action and the result are different things.

So we will explore

Relate for Influence; Relate is the Action, Influence is the result.

Create for Inspiration; Creating is the action, inspiration is the result

And

Explore for Visibility; Exploring is the action, Visibility – being seen and known by someone new – is the result.

This is important because when you play in the social world, you can't control the result, but you can influence it with skill, strategy and energy, which are all coach-able.

So, let's play with this together.

RELATE FOR INFLUENCE

SAY: Relate is when you are communicating with someone and influence is usually when you want them to say YES

ASK: what is an example of a relating action for your Dream?

{Listen, you MAY need to make a suggestion to get them started}

ASK: And what is the Influence you want to have?

{Listen, you MAY need to make a suggestion to get them started}

ASK: What else?

{COACH: Co-create a few examples together. Write them into the play sheet as you go along}

CREATE FOR INSPIRATION

SAY: Let's move onto Create for Inspiration. Create is a thing or an experience that you want to share with others. And Inspiration is how you want to impact other people in a positive way.

ASK: what is an example of a creating action for your Dream?

{Listen, you MAY need to make a suggestion to get them started}

ASK: And what is the Inspiration you want to have?

{Listen, you MAY need to make a suggestion to get them started}

ASK: What else?

{COACH: Co-create a few examples together. Write them into the play sheet as you go along}

EXPLORE FOR VISIBILITY

SAY: Explore is when you are venturing into new territory physical or virtual and Visibility is when you are seen and then known by someone new. In business this is also called marketing.

ASK: what is an example of an exploring action for your Dream?

{Listen, you MAY need to make a suggestion to get them started}

ASK: And what is the Influence you want to have?

{Listen, you MAY need to make a suggestion to get them started}

ASK: What else?

{COACH: Co-create a few examples together. Write them into the play sheet as you go along}

D) PRACTICE with Intentional Co-creation

SAY: “OK, next we are going to practice one of these actions together. The important idea here is that we can practice life... similar to the way athletes and performance artists practice using visualization. We will use a coaching technique called “Intentional Co-Creation”.

ASK: “Which of the actions that we talked about would you like to practice?”

{Listen, you MAY need to make a suggestion.}

SAY: “Great, next let’s confirm the social action and the intended result.

{Listen, you MAY need to help them talk it through.}

SAY: “We are going to use your imagination similar to what we did in the warm up. We will do this in two phases, first the action then the result. And the “trick is to pay attention to both your thoughts and your body sensations as we visualize”

ASK: “Do you feel safe closing your eyes again?”

SAY: OK, close your eyes for a moment. Take a deep connecting breath....{pause}

Now bring into your imagination a scene of you doing the action we described. Your imagination is so powerful Let it fill in all the details... as you see it and feel it as deeply as you can.

{pause}

Notice any thoughts coming into your mind.

{pause}

Notice any body sensations that are coming into your awareness.

SAY: OK. Keep your eyes closed and share with my anything that you noticed.

{listen. Affirm by saying: “I can see that”}

ASK: Anything else?

{a few times as needed}

SAY: OK. You are doing great. Next I want you to push your energy out to another person.

{coach, fill in the details based on the situation. The person they are relating to, the person they are sharing or co-creating with.

SAY: Imagine how they feel in the situation. Imagine them enjoying it and responding in a positive way.

{pause}

SAY: Now notice any thoughts popping into your mind or sensations in your body as you imagine the other person in this scene.

ASK: Keep your eyes closed for just a moment more and share with me what you saw.

{listen. Affirm by saying: "I can see that"}

SAY: OK. You can open your eyes.

ASK: What was that experience like?

{Listen and dialogue with them; share your observations;}

{They may have felt joyful in seeing it.}

{They may have felt doubt or even fear. That is also great.}

{It's all about noticing opportunities for growth.}

SAY: I acknowledge your courage and playfulness! Awesome.

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 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 Human Nature 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 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: Play Better

Coaching Technique: Practice with Role Play

1) WARMUP

SAY: "I am really excited about coaching with you again today. 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 start with a quick warm up. Just like last session, we will do 3 Connecting Breaths to warm up our wisdom and a 30 second visualization to warm up our imaginations.

SAY: A Connecting Breath is a BIG breath in and a SLOW breath out.

If you are in a safe place, you can close your eyes. If possible, put your feet flat on the floor and rest your hands on your lap or place them over your heart.

{do this in a quiet voice}

SAY: Big breath in *{hold a moment}*... Slow Breath Out *{breath out slowly}*

SAY: Big breath in *{hold a moment}*... Slow Breath Out *{breath out slowly}*

SAY: one more time...

SAY: Big breath in *{hold a moment}*... Slow Breath Out *{breath out slowly}*

SAY: Excellent

SAY: Next we will do a 30 second visualization. Keep your eyes closed if you can. Use your imagination to see yourself doing one of the social actions of your dream. Do your best to see it and feel it in your body. After you start the scene, allow your imagination to take you where it wants to go.

SAY: 30 seconds... here we go.

{wait approximately 30 seconds}

SAY: OK Excellent. Thanks for doing that with me.

NOTE: *if they want to share what they saw, definitely encourage them to do so.*

SAY: OK. The final warm up step is to share with me a 30-second version of your Dream.

{Listen. Then when they finish...}

SAY: I can see you doing that!

{pause for a moment}

ASK: Alright! We are warmed up now. Are you ready to dive in?

{wait for them to say: Yes}

2) COACHING PLAN ~ Play Better ~ Exploring Challenges

SAY: For our Coaching plan today we will go deeper into social play by exploring some challenges and growth opportunities to get some more clues on the treasure map. Then we will practice together by doing a role play of a relate for influence action.

{Does that sound good?}

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}

3) CO-CREATE AWARENESS AND THEN PRACTICE TOGETHER

EXPLORE CHALLENGES for Awareness

SAY: Next we are going to explore some challenges and look for growth opportunities together. These are the social play opportunities that you have noticed so far where you would love to play better. We will look at all three areas of Social Play that we have talked about so far.

SAY: The last point I want to share is that there are both external challenges and internal challenges. We want to lean into external challenges today, but we can explore both.

RELATE FOR INFLUENCE

ASK: What was the most interesting Relate for Influence challenge you faced?

{You may need to offer suggestions; many people are uneasy talking about challenges}

{an external challenge is when the other person doesn't easily say "yes"}

{an internal challenge is when you feel fear and then don't ask}

ASK: and what did you discover about your Human Nature Superpowers of co-creation or self-expression?

{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.

ASK: anything else?

ASK: Were there any relating, offering or inviting opportunities that you avoided?

{listen and bring up any possible examples that you can think of}

ASK: What do you think is the growth opportunity in these RELATING for influence challenges?

SAY: Let's co-create some ways you can bring the spirit of play to one of these challenges.

{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 }

{If needed, emphasize the FUN of growth opportunities; don't let them see it as a problem or something wrong!}

CREATE FOR INSPIRATION

ASK: What was the most interesting CREATE for INSPIRATION **challenge** you faced? This would be where you created and shared something but they weren't inspired to the action you desired.

{You many need to offer suggestions; many people are uneasy talking about challenges}

{an external challenge is when the other person doesn't easily say "yes"}

{an internal challenge is when you feel fear and then don't ask}

ASK: and what did you discover about your Human Nature Superpowers of co-creation or self-expression or owning your value?

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

ASK: Where there any situations were you resisted creating or resisted sharing? These would be internal challenges.

{Coach: listen and share any examples from what you know of their dream so far}

ASK: What do you think is the growth opportunity in these CREATING for inspiration challenges?

SAY: Let's co-create some ways you can bring the spirit of play to one of these challenges.

{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 }

{If needed, emphasize the FUN of growth opportunities; don't let them see it as a problem or something wrong!}

EXPLORE FOR VISIBILITY

ASK: What was the most interesting explore for visibility **challenge** you faced? This would be where you attempted to be more visible but didn't meet anyone new.

{an external challenge is when the other person doesn't respond to you or approach you}

{an internal challenge is when you feel fear and don't explore or don't attempt to meet anyone}

ASK: and what did you discover about your Human Nature Superpowers of self-confidence or owning your value?

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

ASK: anything else?

ASK: Were there any situations where you resisted exploring or resisted an opportunity to approach someone new? These would be internal challenges.

{Coach: listen and share any examples from what you know of their dream so far}

ASK: What do you think is the growth opportunity in these EXPLORING for visibility challenges?

SAY: Let's co-create some ways you can bring the spirit of play to one of these challenges.

{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 }

{If needed, emphasize the FUN of growth opportunities; don't let them see it as a problem or something wrong!}

ROLE PLAY

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

ASK: Let's think of a relate for influence 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 Human Nature 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 Moments

Coaching Technique: Pivotal Moment of Choice

1) WARMUP

SAY: "I am really excited about coaching with you again today. 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 start with a quick warm up. Like we do each session, we will do 3 Connecting Breaths to warm up our wisdom and a 30 second visualization to warm up our imaginations.

SAY: A Connecting Breath is a BIG breath in and a SLOW breath out.

If you are in a safe place, you can close your eyes. If possible, put your feet flat on the floor and rest your hands on your lap or place them over your heart.

{do this in a quiet voice}

SAY: Big breath in (hold a moment)... Slow Breath Out {breath out slowly}

SAY: Big breath in (hold a moment)... Slow Breath Out {breath out slowly}

SAY: one more time...

SAY: Big breath in (hold a moment)... Slow Breath Out {breath out slowly}

SAY: Excellent

SAY: Next we will do a 30 second visualization. Keep your eyes closed if you can. Use your imagination to see yourself doing one of the peak experiences of your dream. Do your best to see it and feel it in your body. After you start the scene, allow your imagination to take you where it wants to go.

SAY: 30 seconds... here we go.

{wait approximately 30 seconds}

SAY: OK Excellent. Thanks for doing that with me.

NOTE: *if they want to share what they saw, definitely encourage them to do so.*

SAY: OK. The final warm up step is to share with me a 30-second version of your Dream.

{Listen. Then when they finish...}

SAY: I can see you doing that!

{pause for a moment}

ASK: Alright! We are warmed up now. Are you ready to dive in?

{wait for them to say: Yes}

2) COACHING PLAN ~ Dream Actions

SAY: For our coaching plan today we will explore your actions, results and challenges for growth opportunities and then practice together with a Pivotal Moment of Choice. This is similar to the Intentional Co-Creation Technique and an awesome way to practice any situation where you face some doubt, fear or a belief that is not supporting your Dream. This is how we start to explore the treasure map. It's FUN!

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 Human Nature 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.

IMPORANT: you are looking for a challenge to explore with the Pivotal Moment Technique.

3) PRACTICE / PLAY TOGETHER

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

ASK: Does that sound good to you?

{Coach: wait for the yes}

The Pivotal Moment of Choice Technique

1) **ASK:** Of all the challenges we explored, which one are you 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** {say the action}

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) Find the Body Belief AKA 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 or Body Belief 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.

SAY: Great practicing!!!

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 Human Nature 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”

Coaching Guide Session 5: Co-create Practice

Co-Create and Choose everything together

1) WARMUP

Only Keywords Now! (You know what to say)

Welcome

Permission to coach

Connected Breath Technique - Wisdom

Peak Experience Technique - Imagination

Share your Dream in 30-seconds - Alignment

SAY: I can see you doing that.

ASK: Alright! We are warmed up now. Are you ready to dive in?

{wait for them to say: Yes}

2) COACHING PLAN ~ BIG Dream Actions

SAY: For our coaching plan today we will choose something to practice together and use whatever technique we want.

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}

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 practice opportunity to explore.}

*** NEXT Co-create a plan (AKA agreement) for the session

ASK: What growth opportunity would you like to focus on for this session?

{Coach: listen to their ideas and then co-create clarity together}

ASK: What practice technique should we start with?

{Coach: listen to their ideas and then co-create clarity together}

Possible ideas:

- Intentional Co-creation
- Role Play
- Pivotal Moment
- Co-create awareness

3) PRACTICE TOGETHER ~ CREATE GROWTH

{Coach: Your aim here is to guide and co-create a practice experience with your player}

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 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.}

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 bringing the spirit of play and your Human Nature 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 Guides for Sessions 6-12

Coming Soon