



Teleclass Welcome!

Welcome to the Center for Coaching Mastery!

Abera Ca Dabera

This phrase from the Aramaic Language means: I create as I speak.

This is a potentially life-changing affirmation that illuminates the power of the spoken word. In every class you will participate in a variety of provocative exploratory conversations and coaching sessions.

A few key points to consider as you start this class.

1) Our programs are based on dialogue-based learning. So we expect you to jump in and participate in the conversations. Be BOLD! Share your thoughts and questions; Your voice is a contribution to everyone else in the program. Your instructor is a highly trained coach and very capable of weaving diverse thoughts into a web of learning for everyone!

2) You will coach in every class. It is possible that this will be your first coaching conversation. So be easy on yourself! Don't expect to be a masterful coach on day #1.

If you have been coaching for a while – maybe even a LONG while - coaching in class is your opportunity to experiment and try new things. Enjoy the opportunity to stretch and learn.

What to do in a “Coaching” Conversation

Coaching is a conversation between a coach and a player. It is a very distinct conversation. However when we converse, we tend to fall into comfortable conversational patterns like: friend to friend; colleague to colleague; boss to employee; parent to child; counselor to “counselee” etc.

For Inner Freedom coaching sessions it is a very good idea to set a specific time frame for the conversation; This can be anywhere from 30 minutes to one hour.

FOLLOW THE GUIDE AND Don't “Add Anything”!

While it may seem “unnatural” to coach using a guide, it is essential to do this while you are learning the method.

These outlines will guide you and your player through a sequence of inquiries, this way you can focus your attention learning the method rather than trying to figure out what to ask. It is very effective. Since you will be dealing with fear, it is often



very “compelling” to default back to other ways of dealing with fear. Staying with the Guides will keep you learning forward.

It is also important that you don’t “add anything” to these sessions. What I mean by that is this: you may have learned other methods that seem similar, like EFT or NLP for example. And you may think in a situation: “Oh, I will just spritz in a little EFT here and have them do some tapping”. Don’t do this.

How to do a great coaching practice session in class

1) You will both get to be Coach and Player. So choose who will be the coach and who will be the player in the first session

2) Get RIGHT INTO the coaching – skip the traditional small talk

3) **When you are the Player DO NOT READ THE Coaching Guide** - be real, be yourself; tap into your desire to play better for your dream..

4) When you are the Coach - **Follow the Coaching Guide**

Ask the questions and then BE CURIOUS to clarify what your player is sharing.

You really want your player to experience Inner Freedom.

5) **HOLD YOUR TONGUE!**; especially if you feel the urge to tip, solve the problem, talk them out of their fear or get them out of their discomfort!

Tipping is for waiters and waitresses - NOT coaches

Tipping - is when your player shares something about their situation and you think you have a good, quick solution and share it.

"Did you ever try..."

There IS a time and place to share solutions, but that time is NOT now.

IMPORTANT: Read the “Dyad Guide” prior to class. It will provide you with a LOT of additional information about how to get the most out of your practice time in class!

01 Coaching Guide for Class 01 - Exploratory Session

You are the coach, so start the conversation by guiding it right away.

1) Welcome

Say: "Thanks so much for doing this with me. I really appreciate your time and I can't wait to see what we discover together. It will take about 20 minutes.

Ask: Are you ready to go?

{Coach: wait for them to say: YES}

Say: "OK. Let's go. So as I mentioned I am participating in a Life Coaching Training program at CoachVille called Inner Freedom 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 play better, expand your possibilities, and step outside of your comfort zone to unleash your superpowers."

2) Discover their dream

Ask: If you looked at your life / business / career as living your dream...How would you describe your big dream is right now?

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

Discover their definition of success

Ask: What does success look like for you over the next 3 months?

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

3) Find the GAP

Say: In coaching we are always looking for the GAP between how you are playing now and how you imagine that you can play for this dream.

Ask: How do you see yourself playing bigger or better or exploring new possibilities?

{Coach: listen; stay judgment-free; people are yearning to talk about seeing themselves as really BIG but they rarely feel the encouragement or safe space to do so; some people will talk about possibilities others will start sharing about challenges or obstacles}

Ask: What are some activities that are pulling you outside of your current comfort zone?

Ask: Anything else come to mind?

{Coach: listen; stay judgment-free; again **AVOID AVOID AVOID** offering solutions!!}

4) Play together!

Say: Let's have some fun with your imagination

Ask: Are there any aspects of YOU – like creative ideas or talents - that you would love to bring out into the world in a bigger way?

{Coach: listen and then **have fun with them**; encourage them to dream bigger
IF you know them OR you sense something about them this is a great opportunity to champion what you see in them }

Ask: In the Inner Freedom Method there is a saying that your doubts and fears are like a treasure map to your Superpowers. What would it be like if we unleashed your Superpowers?

{Coach: listen with your energetic presence; it will be very interesting to see where they go with this question. This is where you pump them up with the possibility that having an Inner Freedom coach like YOU will make a big impact on their dream!}

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 #6A. If not, skip to 6B.

If YOU are a “no”, skip to 6B.

6A) Confirm the commitment

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

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

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

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

Your BIG DREAM

Describe your BIG Dream.



Your BIG Why

Why MUST you play for this dream?



PURPOSE

Results / Objectives

What are your "In the World" Results?



Attempts to Control Results

What Results / Objectives are NOT happening?
(What is not turning out according to plan?)



FRUSTRATION

Challenges

Describe some of the challenges that are asking you to grow.



React to Challenges

How are you reacting to the challenges?
(forcing, powering through, bunker in)



ISOLATION

Actions

Describe your Actions in pursuit of Results.



Resist Taking Action

What actions are you not doing?
(resisting, avoiding, distracted, no time)



OVERWHELM

02 Coaching Guide for Class 02 - Session 1 – Play With FEAR

Use the Inner Freedom Method Play Sheet to guide your inquiry
{Coach Fill in the top of the play sheet first.}

1) Share the Dream

SAY: It's great to be back with you! Today we are going to dive deeper into how you are playing for your Dream right now and then we are going to use judgment-free awareness to explore where FEAR is coming into your experiences.

DREAM

ASK: We spoke about your BIG Dream in our last conversation. Can you give me a recap in your words and update me with any additions you have thought of since we spoke last.

PURPOSE

SAY: In Inner Freedom we talk about your BIG Dream as getting your heart's desire out into the world. We want to create awareness of the driving force behind this dream for you.

ASK: Why is this DREAM really important to you right now?

{Coach Fill in the left side of the play sheet next.}

RESULTS / OBJECTIVES

SAY: Next we will flesh out some of the details of playing for this DREAM.

ASK: Describe a few of your objectives for this Dream over the next 3 months. These can be tangible accomplishments or new experiences.

ASK: what are the results and experiences that you are playing for on a regular basis? In other words: What needs to happen on a regular basis for you to fulfill this Dream?

{Coach, skip down to the Actions box}

ACTIONS

ASK: Describe the primary actions when you are playing this Dream?

ASK: Which of these actions are you doing on a regular basis?

ASK: What are some of your unique abilities that you want to bring to your actions? Any ideas about this since our last conversation?

{Coach, Go back up to the challenges box}

CHALLENGES

ASK: Describe some of the challenges that you are facing as you pursue your Dream?

ASK: Do you have any thoughts about how these challenges are calling out your superpowers?

{Coach, mostly listen during this part.
Share curious questions if they pop up.
AVOID making any recommendations about how to overcome the challenges
AVOID dismissing the challenge eg. “Oh that will be easy for us to solve”}

2) Share Experiences: Explore the Dream for symptoms of FEAR... WITH Judgment-Free Awareness

{Coach, Next, explore the right side of the playsheet
Here you really need to focus on being judgment-free and even bring a little lightness. People often take FEAR REALLY seriously. Your “lightness” and not getting sucked into any “drama” will prepare your player for the energy of PLAYING with fear.}

SAY: One of the BIG Ideas of the Inner Freedom Method is that the reason we get a purposeful Dream in our heart is to challenge us to grow and expand and unleash our superpowers in the world. So next we need to explore your Dream for growth opportunities which will look like doubts and fear and other difficult experiences like frustration, overwhelm and isolation.

A very important concept for all of our coaching sessions is judgment-free awareness. This is the ability to be open and curious about everything you are experiencing and just put everything on the table!

ATTEMPTS TO CONTROL

ASK: What desired results and experiences are NOT happening?

ASK: Where are you experiencing frustration?

{Coach, mostly listen. Share insights and curious questions if they pop up.
AVOID offering solutions!}

REACT TO CHALLENGES

ASK: What are the actions that you are taking but you experience resistance? In other words, you have to force yourself to do them? Or you have to “talk” yourself into it.

ASK: Are you experiencing reactive or negative thoughts about yourself or your abilities?

{Coach, mostly listen. Share insights and curious questions if they pop up.}

AVOID offering solutions!}}

RESIST TAKING ACTION

ASK: What are the actions that you are NOT taking?

ASK: Is there anything that you are resisting or avoiding?

ASK: Are there are times when you could be doing important actions for your Dream but you find yourself doing trivial things or “busy work”

ASK: Are you experiencing overwhelm? Too MUCH to do? Often you can't figure out where to begin?

{Coach, mostly listen. Share insights and curious questions if they pop up. AVOID offering solutions!}}

3) Play Together / Growth

SAY: Let's play with your situation for a few moments. Together we need to explore the relationship between your Dream and your Preservation Zone also known as your Comfort Zone.

The BIG Question is this: is your Dream big enough to pull you out of the comfort zone and into the growth zone?

ASK: From this review, what is your assessment of your situation?

{Coach, here is your opportunity to share what you have observed so far. Add your insights to what the player is sharing. PLAY WITH IT. Look at it from both sides.}}

Do they need challenge or support?

(Are they in or out of their comfort zone?)

If support / encouragement is needed...

SAY: This is where the Inner Freedom coaching begins. It sounds like you are out of your comfort zone here. That is good. It means you are playing for a BIG Dream! We will use the Inner Freedom method together to get you into the flow of creative action for results and experiences.

If challenge is needed...

SAY: OK. This might sound strange, but I think the problem is that this Dream is too small for you right now. You are feeling stuck because you are trapped inside your comfort zone. You are not allowing yourself to be challenged. So, I am going to challenge you to play for a bigger Dream to get out of this rut.

4) Give them the “Play and Journal” Exercise:

SAY: Remember, your FEARS are a treasure map to your superpowers.

ASK: What is one recurring activity that is outside of your comfort zone that you can engage in this week to expand your awareness of the doubts and fears that you are experiencing?

ASK: What are the results that you want to come from this activity?

SAY: Keep a little journal of your experiences as you play or avoid playing: .

NOTICE AND JOURNAL...

- a) Actions that you KNOW would fulfill your Dream – but you avoid
- b) Actions that you take through great inner resistance.
- c) Thoughts or judgments that pop up that seem to be negative.
- d) Notice the results that are happening and NOT happening

SAY: I want you to play as BIG as you can this week. Really put yourself into it.

ASK: Can you do that?

{Coach, wait for them to say “Yes”}

SAY: OK. We have a plan. I can't wait to see what happens next!