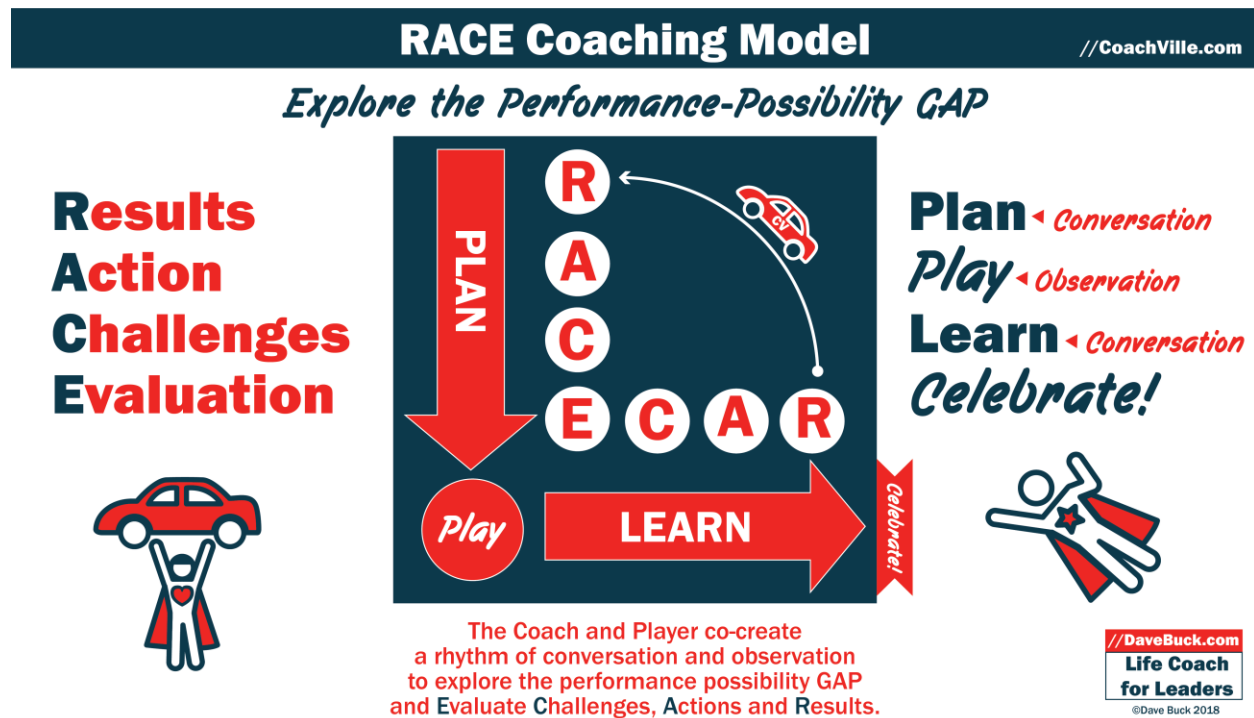


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Session #03 Play for Results (and experiences)

Before class review the RACE-CAR diagram



1) Exploring the RACE-CAR Model

R – Result = What happens in the world when you take an action

A – Action = You perform an action with skill and intent in pursuit of your desired result

C – Challenge = Everything that prevents your desired result from happening when you take action.
HINT: Challenges are what make PLAY fun.

E – Evaluate = Anything that can be observed during play that will aid the coach in guiding the player to create the desired results more often AND with greater ease.

Plan = The coach and player talk to clarify the desired result(s) and intended actions.
The coach and player co-create opportunities for the coach to observe the player at play.

Play = The player goes “out in the world” to take action in pursuit of the intended results.
The coach “observes”.

Learn = The coach and player talk to share observations about the experience of play AND aim to learn anything that the player can use to PLAY better next time.

Celebrate = The coach and player make a special effort to celebrate the desired results that occurred AND any new awareness for the player that feels meaningful.

2) Introducing Observation – Conversation AND the Play Framework = Visibility – Enrollment – Fulfillment

Essential Conversation Experiences

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A BIG part of the way we PLAY LIFE is by talking to other people. So a key element of coaching life is guiding your player to identify the essential conversation experiences that are part of living the DREAM.

This leads us to the core of the coaching relationship which is observation and conversation using the "Plan-Play-Learn-Celebrate" sequence.

The BIG idea is that you can coach your player by practicing Essential conversations with them!

In this session we will start the process of looking with your player at their objectives and co-create a RACE sequence to that includes conversations; remember this includes recurring results, actions, challenges and evaluation.

The 3 components of Play Life where you can find Essential Conversation Experiences– **Visibility** and **Enrollment** and **Fulfillment**; Looking at these areas is a good way to guide your player out of solitary task mode and into "the world of play".

Visibility = Creating something and sharing it or engaging somewhere that requires self-expression and can be observed.

Enrollment = playing for a result with another person. Also known as playing for "YES". These are conversation experiences that can be practiced together.

Fulfillment = Co-creating an experience with another person (typically whatever you enrolled another person into doing with you)

When you are in your planning conversation with your player, identify an activity for each of these 3 categories. AND co-create how you can "observe them at play" in some way.

There are many possible options, here are a few:

- 1) Role play a conversation to create a safe space for your player to practice.
- 2) Observe them in action for a few minutes via video or audio.
- 3) Observe the action or the creation via recorded medium: video, audio, photo, writing.
- 4) Observe the result in the "responses of the influenced" in a recorded medium.

A BIG point here is the truth that most life endeavors are REALLY NOT that complicated when you look for these three components as a framework.

In class we will explore 3 common areas for play to look for these 3 elements: Business, Career, Romance

3) Play Two Win Step #3) Play for Results

Give your heart, soul and energy to creating results

AND enjoy it! Have fun.

Playing Life is what it is all about. The key is to play fair, play with gusto and be respectful of everyone who is playing. AND play to create experiences. When you play for results you have purpose; you have the intention to give the very best of yourself. Playing for your DREAM means that you will do whatever it takes - within the context of fair play - to achieve the desired results. This way of playing always creates the best experience of playing no matter what the outcome is.

ENJOY the experience of playing. The ultimate reward for all of your effort and preparation is the experience of playing well. YES!

4) Coach Prep

Have your game design playsheet for your player ready to review for this session.

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Coaching Outline for Step #3: PLAY for Results (and experiences)

Note to the Coach: The Numbered Bold Lines are there to give you a reference point, you don't say them to your player.

1) Evaluate

Say: Welcome back! It's great to be with you again.

Say: Today we are going to flesh out how we are going to PLAY in pursuit of your DREAM. And continue looking for creative ways to bring the spirit of play into how you live your DREAM. And a big idea we are going to focus on is looking for the essential conversation experiences that are part of your DREAM

Ask: Does that sound good to you?

Wait for the "yes". (Agreement)

Ask: Tell me about some of your actions, results and experiences that you created last week?
{LISTEN! And don't say too much! Highlight anything that seems important; in the future you will learn more about how to offer observations and suggestions}

2) Flesh out the Way to Play

Say: Today we are going to look at your tangible **OUTCOMES** and your recurring **RESULTS** and flesh out how you can play for experiences while you pursue your dream.

{Recap what you have on your Playsheet; or what you remember about their way of playing}

We are going to use a PLAY framework that includes 3 components:

- 1) Visibility which is becoming seen and known;
- 2) Enrollment which is becoming more influential and
- 3) Fulfillment which is doing things with and for other people and also sharing what you create

3) Visibility

Say: Let's look at your Outcomes and Results and look for where you want to become more visible.

Ask: When you look at that, what do you see?

{Co-create with them to figure out the visibility aspect of how they will play}

Ask: what are the visibility **ACTIONS** and what are the **RESULTS**?

{now look for the Spirit of Play}

Ask: When you look at these **ACTIONS** and **RESULTS**, what are you curious about?

Ask: When you look at these **ACTIONS** and **RESULTS**, how can you be creative?

Ask: When you look at these **ACTIONS** and **RESULTS**, how can you make it fun?

Ask: Out of all these visibility ideas is there anything you want to play this week?

4) Enrollment and Influence

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Say: Let's look at your Outcomes and Results and look for where you want to expand your influence.

Ask: Where do you want to play for another person to say: "YES"?

{Co-create with them to figure out the influence aspect of how they will play}

Ask: what are the influence **ACTIONS** and what are the **RESULTS**?

{now look for the Spirit of Play}

Ask: When you look at these **ACTIONS** and **RESULTS**, what are you curious about?

Ask: When you look at these **ACTIONS** and **RESULTS**, how can you be creative?

Ask: When you look at these **ACTIONS** and **RESULTS**, how can you make it fun?

Ask: Out of all these Influence ideas is there anything you want to play for this week?

5) Fulfillment and sharing what you create

Say: Let's look at your Outcomes and Results and look for where you play for fulfillment.

Ask: What are you going to do with other people to create fulfilling experiences?

{Co-create with them to figure out the fulfillment aspect of how they will play}

Ask: what are the **ACTIONS** and what are the **RESULTS and experiences**?

{now look for the Spirit of Play}

Ask: When you look at these **ACTIONS** and **RESULTS**, what are you curious about?

Ask: When you look at these **ACTIONS** and **RESULTS**, how can you be creative?

Ask: When you look at these **ACTIONS** and **RESULTS**, how can you make it fun?

Ask: Out of all these fulfillment ideas is there anything you want to play for this week?

6) Wrap Up your Conversation

Say: "OK, this is a good place for us to wrap up this session. Next time, we are going to dive into the challenges of the game.

Say: "My challenge for you between now and then is to play with the actions, results and experiences that we talked about and make notes about the challenges that you face along the way.

ASK: "Can you do that?"

{Wait for them to say: "YES!"}

ASK: Can you give me a 1 minute wrap up of what you learned today.

(Optional) Document any commitments

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Ask: can you send me an email later today stating exactly what you are going to do and what results you are playing for this week?

** Follow up if you don't get the email!