

# COACHING Proficiencies



**CoachVille Center for Coaching Mastery**



*Great coaching will transform our world!*

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Welcome. On behalf of the entire CV Team, I want to welcome you to the Coaching Proficiencies program.

## **This is the book of “Coaching Guides for your Coaching Proficiencies class.**

Learning how to coach is a lot like learning how to play a musical instrument WITH the intention to play in an improvisational jazz group with other musicians.

Using this metaphor, these coaching guides are “the songs”. Learning the music provides a structure for learning the instrument and getting into the feeling of music.

After LOTS and LOTS of practice, you become masterful with the instrument, the feeling of the music is in your blood and you can “just play the songs” with other musicians without putting your attention them.

When you first start coaching, just follow the guides. Metaphorically speaking, you will be able to create pleasing music and hopefully continue to fuel your desire to pursue mastery. And then one day you will write your own songs!

Before you use the Guide with a player read it over many times. Read it out loud a few times. Get a feeling for the words, the questions, the ideas and the flow of the conversation.

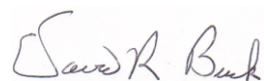
Using these coaching guides you will create a great experience for your players AND you will learn the Coaching Proficiencies, Coaching Framework and the Superpower Zone path to personal growth.

NOTE: if you have done our Coaching Superpowers Class, you will notice that these guides are very similar but with a few added elements.

In this book of coaching guides:

- The Exploratory Session with a potential player
- Session 1: The BIG Dream (OR The BIG Dream Refresh for an ongoing player)
- Session 2: Plan – Play - Grow
- Session 3: Play Together with Role Play
- Session 4: Play Together with a Pivotal Moment (Awareness)
- Session 5: The Performance-Possibility Gap (Role Play #2)
- Session 6: Profound Belonging

Enjoy every moment...



Coach Dave Buck and the CV Team!

Great Coaching Will Transform Our World



# Exploratory Session with a Potential Player

## 1) Introduction

**Say:** "Thanks so much for doing this exploratory conversation with me. I really appreciate your time 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}

**Say:** "OK. Let's go. So as I mentioned I am participating in a Life Coaching Training program and they are really big on looking at business, career and life as a playing for your dream; my role as the coach is to help you pursue your dream, step into new experiences and grow outside of your comfort zone."

## 2) Discover their dream

**Ask:** If you looked at your life / business / career as living your dream; as playing for your dream...What would you say your big dream is right now?

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

## 3) Find the Gap

**Say:** Coaching is always about the pursuit of playing better. It can be stepping out of your comfort zone to do some new actions or to develop some new skills. There may be some new experiences or results that you want to create.

**Ask:** What are some ways that you would like to play better right now?

{Coach: listen and **AVOID AVOID AVOID** offering solutions!!  
Ask any curious or clarifying questions that pop up for you}

## 4) Explore their Superpowers

**Say:** As we play for your dream I want to help you express your unique abilities and develop your superpowers.

**Ask:** What would you say are some of your unique abilities or Superpower potential that we can develop together over the next 6 weeks?

{Coach: This is just to set a tone and get them thinking about having Superpowers. They may not know what they are. Listen and ask any curious questions that pop up for you; but this is NOT the time to go DEEP on this topic. That will come later.}

## 5) Moment of choice

{Coach: Here you have to choose! Do you have a good connection with this person? Does something about them intrigue you as a learning opportunity for you?}

**If YOU are a "YES":**

**Say:** I love your Dream and I think we could have great success together.

**Ask:** Would you like to be one of my players?

If they say “yes”, move on to #6A. If not, skip to 6B.

If YOU are a “no”, skip to 6B.

### **6A) Confirm the commitment**

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

**Ask:** Are you good with that?

{Coach: wait for them to say: YES}

**Say:** Let's get our first few sessions on the calendar now.

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

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

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

# Coaching Session 1: The BIG DREAM (for a new player)

Note to coach there are 2 versions of this session. One for a new player; A slightly different version if you are coaching a player for a 2<sup>nd</sup> 6-week program.

**Be aware of opportunities to use these Proficiencies:**

- Coaching Proficiency : Elicits Greatness (#3)
- Coaching Proficiency : Engages in Provocative Conversations (#1)
- Coaching Proficiency : Enjoys the Player Immensely (#4)

## 1) WELCOME (and permission to coach)

**Say:** "I am really excited about coaching with you. I can't wait to see what we create together."

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

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

## 2) Big Dreams (Purpose)

**Say:** We started talking about your Big Dream in our exploratory conversation.

**Say:** Today we will go a little deeper into it and maybe you have had some new insights since our last conversation...

**Ask:** Share with me again how you would describe your BIG Dream right now?

{This is a Provocative Question: BIG and Personal; Decline to focus on "problems"}

{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?

{This is a Provocative Question: BIG and Personal; Decline to focus on "problems"}

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

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

{This is an Enjoy Your Player Immensely Question}

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

**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?

{This is an Elicits Greatness Question}

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

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

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

{Coach: listen then if you have an idea ASK PERMISSION TO SHARE;  
Then Share what your imagination is seeing as possible challenges}

### 3) Experiences (and Action) {the Performance-Possibility Gap}

**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?

{This is an Elicits Greatness Question}

{Coach: listen then if you have an idea ASK PERMISSION TO SHARE;  
Then Share what your imagination is seeing as an elite level}

**Say:** The coaching method I am using is called: Plan – Play – Grow.

So each week we will create a play plan. Then you will go and play for your dream and then we will explore what happened and the 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 will take to play for your dream?

{Coach: listen then if you have an idea... ASK PERMISSION TO SHARE;  
Then Share an action you see that might fit for them... WITHOUT attachment!!}

### 4) Develop (Play Together)

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

**Ask:** Do you have any ideas?

{This is an Enjoy Your Player Immensely Time}

{Coach: listen first. Then ASK PERMISSION.

Then share any ideas popping into your mind in the moment.

IMPORTANT: when playing with ideas the key is to let your imagination flow AND allow what you say to be a spark for the player. It is not about coming up with the right answers. }

### 5) Play Plan

**Say:** “OK, this is a good place for us to wrap up this session.

**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:** “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.

# Coaching Session 1 v2: The BIG DREAM Refresh(for an ongoing player)

Be aware of opportunities to use these Proficiencies:

- Coaching Proficiency : Elicits Greatness (#3)
- Coaching Proficiency : Engages in Provocative Conversations (#1)
- Coaching Proficiency : Enjoys the Player Immensely (#4)

## 1) WELCOME (and permission to coach)

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

**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) Big Dreams (Purpose)

**Say:** We are half way through our 12 week series! So we are going to do a refresh on your BIG DREAM.

**Ask:** What have you discovered about your BIG Dream so far?

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

{This is a Provocative Question: BIG and Personal}

**Ask:** Share with me any changes you have made in how you are talking about your dream?

{Coach: listen. ASK PERMISSION; Add any changes that you have observed.}

**Ask:** What are some of your Superpowers that you have developed over the past 6 weeks?

{Coach: listen. If you have something to add, ASK PERMISSION and share}

**Ask:** How can you level up your Superpowers in the next 5 weeks?

{This is an Elicits Greatness Question}

{Coach: listen. If you have something to add, ASK PERMISSION and share}

## 3) Experiences (and Action) {the Performance-Possibility Gap}

**Say:** Next we are going to review some of your actions and experiences to see how far we have travelled in the Performance Possibility Gap.

**Ask:** How are you playing better now than 6 weeks ago?

{Coach: listen then if you have an idea ASK PERMISSION TO SHARE;  
Then Share how you have observed them playing better}

**Ask:** What would playing at an next level look like for you?

{This is an Elicits Greatness Question}

{Coach: listen then if you have an idea ASK PERMISSION TO SHARE;  
Then Share what your imagination sees is their NEXT level}

**Ask:** For this week what are some new actions you want to explore to play for your dream?

{Coach: listen then if you have an idea... ASK PERMISSION TO SHARE;  
Then Share an action you see as new possible actions... WITHOUT attachment!!}

#### 4) Develop (Play Together)

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

**Ask:** For this week what are some new actions you want to explore to play for your dream?

{This is an Enjoy Your Player Immensely Time}

{Coach: listen first. Then ASK PERMISSION.

Then share any ideas popping into your mind in the moment.

IMPORTANT: when playing with ideas the key is to let your imagination flow AND allow what you say to be a spark for the player. It is not about coming up with the right answers. }

**Ask:** What have you enjoyed the most so far?

{Coach: listen }

**Ask:** Can I share what I have enjoyed the most?

{Wait for permission: The TELL THEM}

{This is an Enjoy Your Player Immensely Time}

#### 5) Play Plan

**Say:** "OK, this is a good place for us to wrap up this session.

**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:** “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.

# Coaching Session 2: Plan - Play - Grow

Be aware of opportunities to use these Proficiencies:

- Coaching Proficiency : Expands the Players Best Efforts (#5)
- Coaching Proficiency : Hones In On What Is Most Important (#8)
- Coaching Proficiency : Plays First (#16)

## 1) WELCOME (and permission to coach)

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

**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) Big Dreams (Purpose)

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

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

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

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

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

## 3) Experiences (and Action) {the Performance-Possibility Gap}

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

### 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 bigger results that you want to create as part of your dream?

{This is a Expands the Players Best Efforts Question}

**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?

{This is a Plays First Question}

**Ask:** Which result is most important to you right now?

{This is a Hones in on what is most important question}

**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?

{This is an Expands the Players Best Efforts Question}

{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}

## C) CHALLENGES!

**Ask:** What is the most important challenge that you expect to face by playing for these results?

{This is a Hones in on What is most important question}

## 4) Develop (Play Together)

{These are Plays First AND Expands the Players Best Efforts Questions}

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

**Ask:** Do you have any ideas?

{Coach: listen first. Then ASK permission. Then share any ideas popping into your mind in the moment.

IMPORTANT: when playing with ideas the key is to let your imagination flow AND allow what you say to be a spark for the player. It is not about coming up with the right answers. }

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

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

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

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

## 5) Play Plan

**Say:** "OK, this is a good place for us to wrap up this session.

**Say:** “My challenge for you between now and next week is to bring the spirit of play to as many of your experiences as you can.

**Ask:** “Can you do that?”

Wait for them to say: “YES!”

**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.

## Coaching Session 3: Play Together with Role Play

Be aware of opportunities to use these Proficiencies:

- Coaching Proficiency: Enters New Territories (#12)
- Coaching Proficiency : Navigates via Curiosity (#6)
- Coaching Proficiency : Relishes Truth (#13)

**Role Play is THE most important Life Coaching skill.**

This is one of the ways you PLAY TOGETHER so that you can observe and share insights.

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

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

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

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

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

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

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

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

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

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

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

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

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.

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

# Coaching Session 3: Play Together with Role Play

## 1) WELCOME (and permission to coach)

**Say:** "I am 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) Big Dreams (Purpose)

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

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

## 3) Experiences (and Action) {the Performance-Possibility Gap}

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

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

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

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

**Ask:** What is the greater truth about the purpose of this challenge in your life right now?

This is a **Relishes Truth** question; You can offer your perspective as well.

## 4) Develop (Play Together)

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

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

This is an **Enters New Territories** Activity

{Coach: Most people don't think much about Role Playing conversations. So if they don't have any ideas it is up to you to suggest something from what they have shared about their dream. If together you can come up with anything, Role Play introducing themselves at a social or networking event. Or sharing their dream with someone they have hesitated sharing with.}

### 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 result or influence that you want in this conversation?

2b) **Ask:** What is the a new quality or perspective that you want to play with in this Role Play?

{This is an Enters New Territory Question; You can suggest something!}

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 a few curious questions**

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

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?

**Coach:** here is an opportunity for **Relishes Truth** about your players abilities or limitations

**Share:** <A truth that you observe with great gusto>

## 5) Play Plan

**Ask:** How can you apply what we practiced to your dream this week?

**Ask:** What other actions and results are you playing for this week?

**Say:** "OK, this is a good place for us to wrap up this session.

**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:** "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.

# Coaching Session 4: Pivotal Moments of Choice

**Be aware of opportunities to use these Proficiencies:**

- Coaching Proficiency : Reveals the Player To Themselves (#2)
- Coaching Proficiency : Shares What Is There (#10)
- Coaching Proficiency : Recognizes the Perfection in Every Situation (#7)

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

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

But we rarely notice them because they happen so fast.

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

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

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

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

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

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

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

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

1) Identify a VERY SPECIFIC moment to play with together. It will most likely be a moment where the player is experiencing at least a little bit of doubt, fear, stress, overwhelm, frustration or hesitation.

2) Invite the player to visualize themselves IN the moment and share the scene with you.

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

4) Invite the player to explore the body sensations they experience while in the moment. If they identify one, ask them to describe the shape, color and temperature. **NOTHING ELSE.**

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

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

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

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

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

## 1) WELCOME (and permission to coach)

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

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

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

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

## 2) BIG Dreams (Purpose)

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

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

## 3) Experiences (and Action) {the Performance-Possibility Gap}

{Any of these questions could present you with an opportunity to ask permission and then Share what is there.}

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

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

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

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

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

*Ask:* How is this **challenge** serving you in pursuit of your dream?

{This is a Recognizes Perfection Question}

## 4) Develop (Play Together)

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

### 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 **share what is there** to guide them toward 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.*

**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

{This is a Reveals the Player to themselves opportunity}

**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

{This is a Reveals the Player to themselves opportunity}

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

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

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

### If they feel nothing

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

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

### If they feel many things

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

**Have them choose one thing.**

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

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

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

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

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

## 5) Share the “Wisdom of the fear”

{This is a Recognizes Perfection opportunity}

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

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

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

## 6) The Dream’s Request

{This is a Reveals the Player to themselves opportunity}

**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. SHARE what is there. 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.

## **5) Play Plan**

**Ask:** How can you apply what we practiced to your dream this week?

**Ask:** What other actions and results are you playing for this week?

**Say:** “OK, this is a good place for us to wrap up this session.

**Say:** “My challenge as always 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:** “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.

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

Be aware of opportunities to use these Proficiencies:

- Coaching Proficiency : Designs Supportive Environments (#14)
- Coaching Proficiency : Champions the Player (#11)

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

AND...

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

## 1) WELCOME (and permission to coach)

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

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

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

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

## 2) BIG Dreams (Purpose)

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

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

## 3) Experiences (and Action) {the Performance-Possibility Gap}

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

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

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

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

{Coach: listen and CHOOSE something to **champion your player**; either an action, a result or simply the Dream itself}

*Say:* I want to congratulate you for doing <say what they did>

**Say:** I want to compliment you for <say what it took for them>

**Say:** I want to acknowledge you for <say who they are becoming>

**Say:** I want to champion you for <say what it means and why it matters>

#### 4) Develop (Play Together)

In this activity you will guide your player to **design a supportive environment!**

**Say:** Today we will play together by doing a role play of an ASK that will upgrade your environment.

**Ask:** Let's think of an ASK that you can make of someone in your environment that we can practice right now. Any ideas?

{Coach: Most people don't think much about asking anyone for anything and the especially don't think about Role Playing the conversation. So if they don't have any ideas it is up to you to suggest something from what they have shared about their environments over the past few weeks. If together you can come up with anything, Role Play contacting someone in their Network environment and asking them for a few minutes to share their dream. }

#### 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?

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

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

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

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

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

OR

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

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

#### A) Visualize the scene

##### Ensure a Safe Space

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

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

**Assuming they say yes...**

##### Start the Visualization

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

## **B) Describe the Thoughts**

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

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

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

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

## **C) Scan the body**

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

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

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

### **If they feel nothing**

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

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

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

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

**Have them choose one thing.**

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

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

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

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

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

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

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

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

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

#### E) The Dream’s Request

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

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

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

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

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

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

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

#### 5) Play Plan

**Ask:** How can you apply what we practiced to your dream this week?

**Ask:** What other actions and results are you playing for this week?

**Say:** “OK, this is a good place for us to wrap up this session.

**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:** “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

# Coaching Session 6: Capture Growth

Be aware of opportunities to use these Proficiencies:

- Coaching Proficiency : Respects the Players Humanity (#15)
- Coaching Proficiency : Communicates Cleanly (#9)

## 1) WELCOME (and permission to coach)

**Say:** "Wow. This is our final session for this series. We have had an amazing adventure."

**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 during the series and who you have become. We will get to that in a moment. Before we do that...

## 2) BIG Dreams (Purpose)

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

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

## 3) Experiences (and Action) {the Performance-Possibility Gap}

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

{Coach, if you already know about the Pivotal Moment, then you don't need to ask this question}

**Ask:** Did you play with the Pivotal Moment we explored last week?

*Whether they did or they didn't, Respect the players humanity.*

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

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

## 4) Develop (Play Together)

During any of the sections where the player fell short of their expectations, it is an opportunity to **Respect the Players humanity**.

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

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

## E) EVALUATE.

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

**Ask:** What were your most important results?

**Ask:** How did you grow by playing for these results?

**Find something to celebrate!**

### **C) CHALLENGES**

**Ask:** When you look back, what were the most interesting challenges?

**Ask:** How did you grow from facing these challenges?

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

**Find something to celebrate.**

### **A) ACTIONS**

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

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

### **R) RESULTS / Bigger Why**

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

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

**Find something to celebrate!**

**Ask:** Do you have any disappointments in how you played or the results that didn't happen?

{Respect the players humanity}

## **5) Wrap Up OR Play Plan**

### **If you are wrapping up...**

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

*Ask: Can I share my highlights?*

**SHARE SOMETHING PERSONAL!**

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

### **If you are continuing...**

**Sort out the details of what you will do next together.**

**Say:** "Great! Have a great week of play. Talk to you soon"