

# Proficiency Coaching Playbook

## 10 Coaching Super Powers + Proficiencies

A Life Changing Conversation... *Every Time!*

**Coaching Influence**

**Business Influence**



Key: **Coaching Super Power** ● **Coaching Proficiency**

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## *Session 1: Belonging*

### **Welcome to Class!**

In our class sessions we explore how to achieve mastery in the Coaching Themes and Super Powers by using the Coaching Proficiencies. Our Big theme for the program is how to create a life changing conversation every time you coach. HAH! Yes, this is a high bar.

### **Engages in Provocative Conversations**

#### **What Is The purpose of Provocative (Life Changing) Conversations?**

1. To help coaches help players articulate what's really going on in their lives
2. To help coaches know what to do when resonance is lacking between what player is saying and what is true.

#### **What does engaging in provocative conversations mean and why is it important?**

It's more than evocative; Less than adversarial; Different from confronting.

The larger and more personal your conversations are, the more naturally provocative they will be for the player. You know it's provocative when it gets BIG and Personal; it gets their attention and they reorient around it.

*Question: What are the elements of a Life Changing Conversation?*

*Question: How does exploring the Bigger Why create a life changing conversation?*

### **Belonging = a fundamental Human need**

The ability to create a profound experience of belonging is essential to coaching; first because your player will respond better to you when they feel a sense of belonging. As a coach you will guide your player into "new territory", bigger games, activities outside of their comfort zone, new challenges and greater risks. You will inspire them to explore their outer world AND their inner world. The counter balance for this courageous exploration is the "safe space" created in the coaching relationship.

Second because as a Coach you will guide your player to find and create the places in their world where they belong; where they can create the greatest value in the world, experience success and enjoyment.

### **Respect the Players Humanity**

We all have limits both internal and external; and as much as coaching is about maximizing potential and opportunities, we are all human and the Certified Coach respects this. Success without stress is what we are all after and by recognizing limits and appreciating different paths to achievement, the player is both individually and universally respected.

Question: Why is belonging an essential theme of coaching?

*Question: How do you create a profound experience of belonging with someone by respecting their humanity?*

### **Transform Your Game from Task to ASK!**

Here is an important point to consider before we get into our coaching practice.

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I want you to consider orienting your game for the next six weeks around ASKING for what you want or need. Play the game of ASK where the result you want is a YES. Almost anything you want to accomplish in the world can be designed as a game of ask.

The reason for doing this in this class is that it is a very provocative and challenging game and it keeps you out of task mode. So when you start coaching, ask your player if they are willing to play a game of ask and then design accordingly.

## How to use this outline when you are coaching.

1. The questions are a guide so you can focus on being the coach within each question; rather than trying to think of what to ask next.
2. Follow the outline! BUT don't treat it as a race to ask all the questions before you run out of time.
3. As you talk with your player about each question, allow your intuition to pop with insights and follow up questions. BUT don't go too far down a "bunny trail". Follow your intuition for a few minutes and then move to the next question.
4. Stay on track and stay loose at the same time.

**SUPER IMPORTANT: When you are the player, do NOT read the outline. Put the outline aside and just BE a player with a coach.**

## {Coaching Practice & Debrief}

### *Debrief Session #7 with Player Maile: At the start of the Q&A*

*Question: Who would like to share an observation or ask a question about the coaching session Coach Dave had with Player Maile?*

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## Coaching Outline for Session #1: The Purpose of the Game

Remember, the key is to use this basic outline of the RACE model as a guide while maintaining focus on the Coaching Proficiencies that create an experience of Belonging:

- #15 Respects the Players Humanity
- #1 Engages in Provocative Conversations
- #4 Enjoys the Player Immensely

### The First Session {Bigger Why + Basic Game Design}...

Remember to encourage (but not insist) your player to play a "Game of Ask".

#### 1) **BIG GAME**

**Ask:** What is the **BIG GAME** you want to play better?

**Ask:** What does winning look like to you?

{This is a provocative conversation: it's big and it's personal}

**Ask:** What would it mean to your life if you won this game?

{Also extremely PROVOCATIVE; Plus a place to really ENJOY them}

Clarify The **RACE** and **OBJECTIVES** for the next 5 weeks

#### 2) **RESULT!**

**Ask:** What is the recurring result that you want to create each time you play the game?

**Ask:** What is the **TANGIBLE OUTCOME** you want to reach by creating these results?

#### 3) **ACTIONS!**

**Ask:** What are the recurring actions that you will take to create this result?

**Ask:** What does **MASTERY** look like in these actions?

{This is a provocative conversation: it's big and it's personal}

#### 4) **CHALLENGE!**

**Ask:** What are the challenges in the game that will come from playing for these results?;

**Ask:** How can you bring the Spirit of Play into these challenges?

**Ask:** What support do you need?

{Here you can Respect the Players Humanity}

**Ask:** Who will you **BECOME** by facing these challenges?

{This is often an opportunity to Enjoy Your Player}

#### 5) **EVALUATION!** –

**Ask:** How will we evaluate your progress in the game each week?

**Ask:** What **UPGRADES** do you want to make to your environment as a reward for winning?

#### 6) **Highlights**

**Ask:** What are your highlights for this session?

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## Chapter 1) Belonging

### 1.1) Super Power Theme: Belonging

*A quick recap from the Basic Coaching Super Powers Program...*

#### **Belonging = a fundamental Human need**

The ability to create a profound experience of belonging is essential to coaching; first because your player will respond better to you when they feel a sense of belonging. As a coach you will guide your player into "new territory", bigger games, activities outside of their comfort zone, new challenges and greater risks. You will inspire them to explore their outer world AND their inner world. The counter balance for this courageous exploration is the "safe space" created in the coaching relationship.

Second because as a Coach you will guide your player to find and create the places in their world where they belong; where they can create the greatest value in the world, experience success and enjoyment.

The Super Powers in this section: Bigger Why, Permission and Judgment-Free Awareness will empower the coach and player to create the experience of belonging.

#### **Game of Life Fundamental = Build Relationships**

There are 3 fundamentals to the "Game of Life": Build Relationships, Add value and Be yourself.

The ability to create and experience belonging is the core ability that facilitates building winning relationships. Relationships are all about belonging.

### 1.2) Coaching Proficiency : Respects the Players Humanity (#15)

The Coaching Proficiency that illuminates the Super Power Theme of Belonging is #15: Respects the Players Humanity.

#### **Introduction**

We all have limits both internal and external; and as much as coaching is about maximizing potential and opportunities, we are all human and the Certified Coach respects this. Success without stress is what we are all after and by recognizing limits and appreciating different paths to achievement, the player is both individually and universally respected.

#### **Learning Objectives**

1. The distinction between patience and respect or acceptance.
2. How to feel and demonstrate respect for the player's humanity.
3. The common mistakes coaches make as they develop this proficiency.
4. The benefits of respecting the player's humanity.

#### **What are the general truths about respecting a player's humanity?**

1. Players have limits.
2. We have to respect these limits, even as we encourage them to break through the limits.

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- **Respect the players limitations.**  
Honor and accept their personality or DNA. Respect their sense of timing and their personal capacities.
- **Respect the culture of the player.**  
Honor and acknowledge the player's culture's way of doing things, cultural tethers, and the style in which the player does things. This doesn't mean they can't choose to do it differently, but they have to feel respected before they can consider entering new territory.
- **Respect the player's paradigm.**  
Identify and honor the player's beliefs and truths, their identity and roles, and what their reality is.

## What can the player expect?

Instead of feeling ignored, over-ridden and pressured by the coach, the player will feel honored and relieved, which makes it easier to get into action.

## How do you respect a player's humanity?

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## How to respect one's humanity

Put client ahead of results



Distinguish resistance from limitation



Be comfortable with limits



Check in with the client



Let the client lead the process



Introduce but don't insist



Work gingerly around beliefs



If pushing, stop



Let the client be themselves



Respect cultural needs



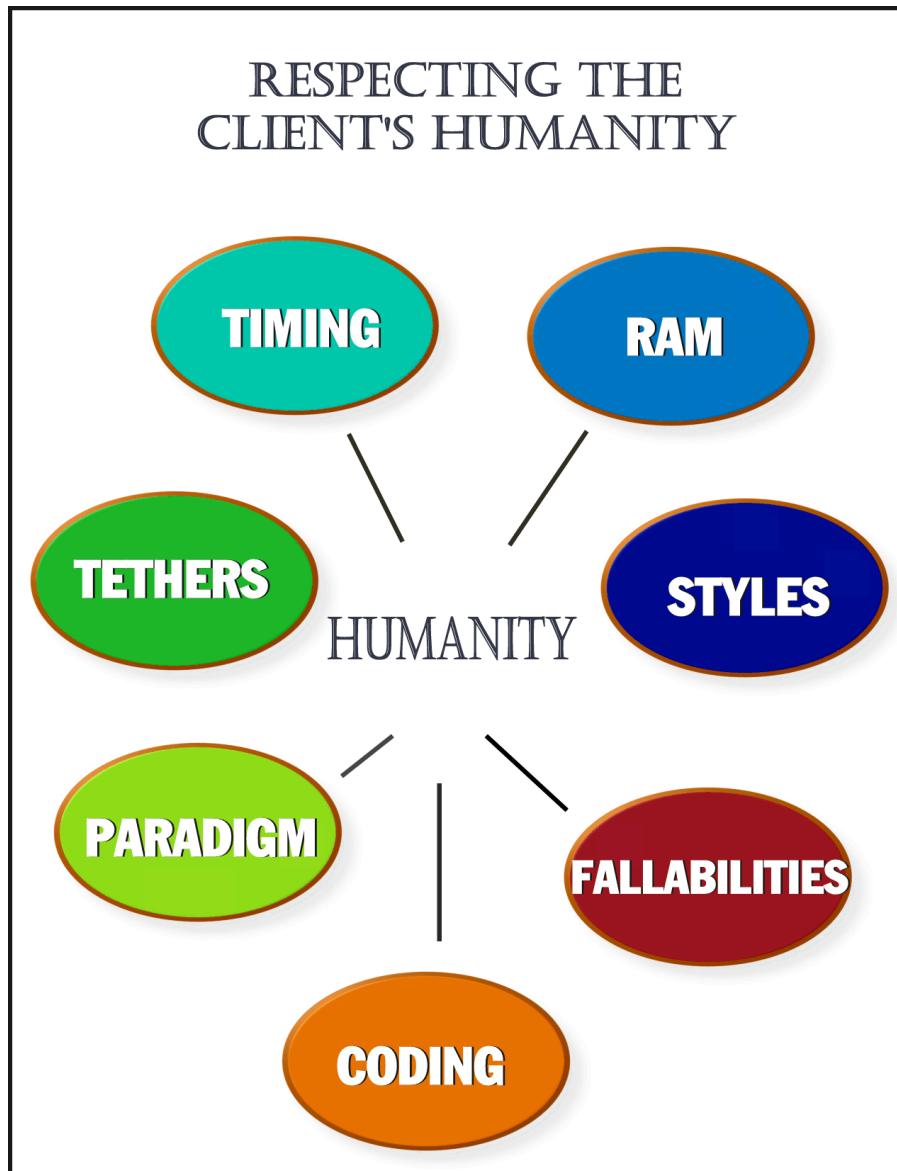
Be sensitive to RAM limits



Come to see life from their eyes



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## Key Points/Topics

### 1. Patience vs. Respect.

Being patient with someone is "tolerating" what they are going through until they can catch up with you. Respecting them and their humanity - their situation, their responses to it, the choices they make - without judgment or needing them to behave in a particular way, is honoring all parts of them, and seeing the perfection. When someone feels respected, they know they have an advocate in their corner and it is easier to make more resourceful choices.

### 2. Respecting the player's humanity brings a deeper experience.

Respecting the player's humanity eliminates or reduces the barriers or distance between coach and player. With a deeper relationship, the player can make faster shifts because they feel safe and cared for. Remember, it's the player's life, not yours.

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## **3. Respect the player's RAM limitations.**

As a coach, you may be poised for faster action than your player. Chances are you've already gone through some of what they are dealing with. Success without stress is what you are aiming for. By not forcing the player to take on the rate of change you prefer, s/he will be able to integrate the changes they do make more fully.

## **4. Respect the player's style and approach.**

Help the player determine which style and approach will work best for them. They know what works - your job is to help draw it out of them. If you try to force or persuade the player to do it your way, chances are it will create more stress for the player, and not produce the results they are looking for. It's OK to offer suggestions, just make sure that's what they are - suggestions.

## **5. Respect the player's wishes.**

Coaching is player-centered. They are in charge. If you don't respect their wishes, it is likely an adversarial relationship may develop - which is not particularly conducive to coaching. If you try to push them before they are ready, they may turn on you. Share your impressions and observations, and remember that ultimately the decisions about their lives and how quickly to proceed are theirs.

## **What are some key distinctions?**

### **1. Coaching is a collaborative process.**

As you get more sophisticated in your coaching, players will not feel pressured by you. Instead, they will feel inspired and enjoy to co-creative process. If you see it as collaborative, you are more likely to respect the player's humanity naturally.

### **2. Know your players.**

There is a time and a place for everything. With some players you can use a lot of edge and they are not going to feel it. Whereas with others, you need a more gentle approach. Make sure you respect and believe in the player, and use the technique or approach which will help them get the result they want.

### **3. Short-term results may not be what is in the best interests of the player.**

When you respect the player's humanity - all of it - then you are keeping their larger-focus best interests in mind. While it may be beneficial in the short-run to persuade them to do something, check to see if it moves them toward their larger goals and sustains that movement.

### **4. Respecting your player helps them know they are OK, no matter what is happening in the moment.**

It's a healthy part of the coaching process to let the player blow off some steam - even to complain or commiserate. This doesn't mean inviting them to tell their "story" every time. But thinking that the player has it all together in all areas of their lives - or that they should - creates a barrier between you and the player. Trust is strengthened when the player knows you think the best of them, despite how things might look on the surface of their lives.

## **Why is this a Proficiency?**

### **1. Requires keen self-awareness and self-confidence.**

Respecting the player's humanity, no matter the circumstances, is a sophisticated, enlightened way of being. It requires that you be able to have that same level of respect for yourself first. When you honor your own humanity, it gets you out of the "guru" mentality, or thinking you know best. People in general do not have this skill, yet it is an essential one for The Certified Coach.

### **2. It encompasses respecting all of humanity.**

This is part of what makes coaching a leading-edge profession. You are dealing with the 1-1 or small group experience, but as you model this for others, you create room for much more possibility far beyond the apparent sphere of influence.

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### **3. You must be able to sense the balance between sharing your insights and pushing your opinions.**

The Certified Coach is talented in sharing their ideas and opinions - particularly when asked. Withholding an idea or possibility from the player does not honor their humanity - or yours. But having judgment about what they should or should not do, also does not honor their humanity. It is sometimes a delicate balance.

### **4. Requires mastery of basic coaching skills.**

Obviously respecting the player's humanity goes far beyond basic skills or having a formula approach. It is genuine and ever-present. Most cultures do not teach people to be this way - even if their language would have you believe otherwise. Mastering this requires a sophisticated level of understanding and consistent application.

## **Benefits - How does respecting the player's humanity make you a better coach?**

### **1. Deepens the relationship with the player.**

As the relationship is deepened and the player feels "safer" in the relationship, s/he will be able to stretch in to new areas and more likely to take physical and mental action toward creating what they want.

### **2. It allows you to be fully present with the player.**

When you really respect the player and everything they are going through, it takes the pressure off you to "perform" as the coach, allowing you to simply be present with them. You are a better coach when your focus is on the player rather than how well you are doing as a coach.

### **3. You will know that there is always an answer available from somewhere.**

Again, this takes the pressure off you to have to come up with the solution. When you know that the player knows best, and that you are part of the collaborative process, you are actually more resourceful and more likely to help come up with a workable solution.

### **4. You will enjoy the player more!**

Life is easier when you like your work and the people you are working with.

### **5. The other 14 Coaching Proficiencies will come more naturally.**

As you master this proficiency, you will find that you naturally integrate the other Coaching proficiencies into your coaching. They will cease being an "exercise" or something you have to do, but will become the way you coach.

## **How do you know if you're getting it?**

1. You genuinely appreciate and enjoy the player.
2. It's OK to just BE with them, without having to DO anything.
3. You recognize your own humanity - and perhaps even chuckle at it.
4. You notice that you are relishing the truth.
5. You recognize the perfection.

## **What are some common mistakes when using this Proficiency?**

### **1. Being too linear in your thinking.**

Newer coaches often want to jump in with the "specific goal by a specific time" game plan when what would serve the player best is to strategize for 3-6 months without necessarily being "in action."

### **2. Forcing your own standards on the player.**

It's OK for the player to be doing "OK" - you don't have to try to get them to "fantastic". Maybe "OK" is exactly where they need to be right now. It is part of the western work ethic that things should be

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bigger, better, faster. But that's not always true...and doesn't always match the culture. No need to be a cattle-prod (unless that's what they want from you, of course).

### **3. Thinking you are right.**

One of the biggest mistakes. You have ideas, but the player is right. It's their life, not yours.

### **4. Not catching on quick enough.**

Listen to what the player is saying. Sometimes you think you're offering an idea, but the player feels like you are pushing. It's your job to catch on to the nuances of the conversation.

### **5. Holding back when you have an idea.**

There's a way to do this with elegance and finesse. If it's a collaborative process, you need to be there completely, which means respecting all of the humanity that is present. If you have an idea and you withhold it, especially if they've asked for it, that's not really fair.

## *1.3) Coaching Proficiency: Engages in Provocative Conversations (#1)*

### **Background**

#### **Super Power: Bigger Why – Shared Purpose**

The bigger why taps into the bigger game that the player wants to play. To play a bigger game, you need a bigger purpose. As a Coach you also need a bigger why that is the foundation of why you are coaching in the first place. When both coach and player are willing to openly share with each other what their purpose is and what they believe is possible they can find the resonance that ensures that there is a good match between coach and player.

#### **Basic Skill: Agreement**

The Coach and the player agree on the focus of the coaching relationship and in each coaching conversation.

### **Introduction**

The Coaching Proficiency that best illuminates the Bigger Why – the shared purpose - is Engages in Provocative Conversations (#1).

Provocative Conversations involve the use of the deep and the doubting questions. Certified coaches ask "deep" questions to get to the heart of the story the player is telling. And they ask "doubting" questions to be sure that what the player is saying is really true. The way these questions are negotiated determines the quality of the provocative conversation.

#### **What Is The purpose of this proficiency?**

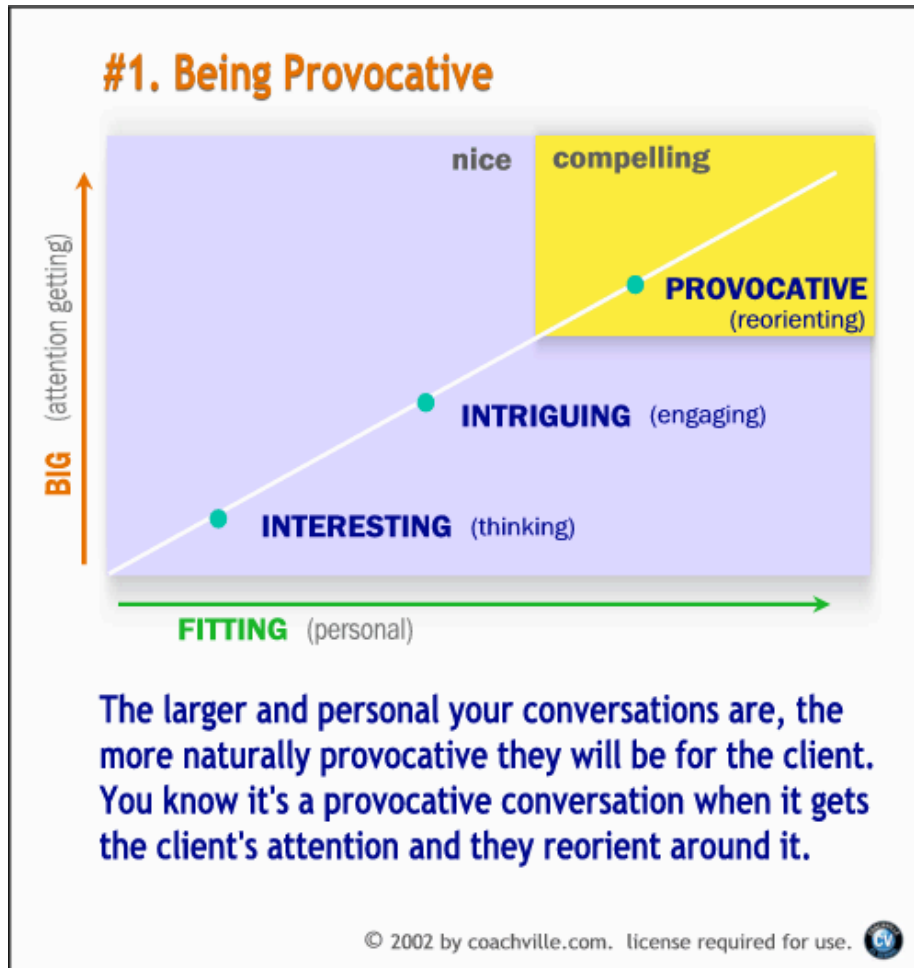
1. To help coaches help players articulate what's really going on in their lives
2. To help coaches know what to do when resonance is lacking between what player is saying and what is true.

#### **What does engaging in provocative conversations mean and why is it important?**

It's more than evocative.

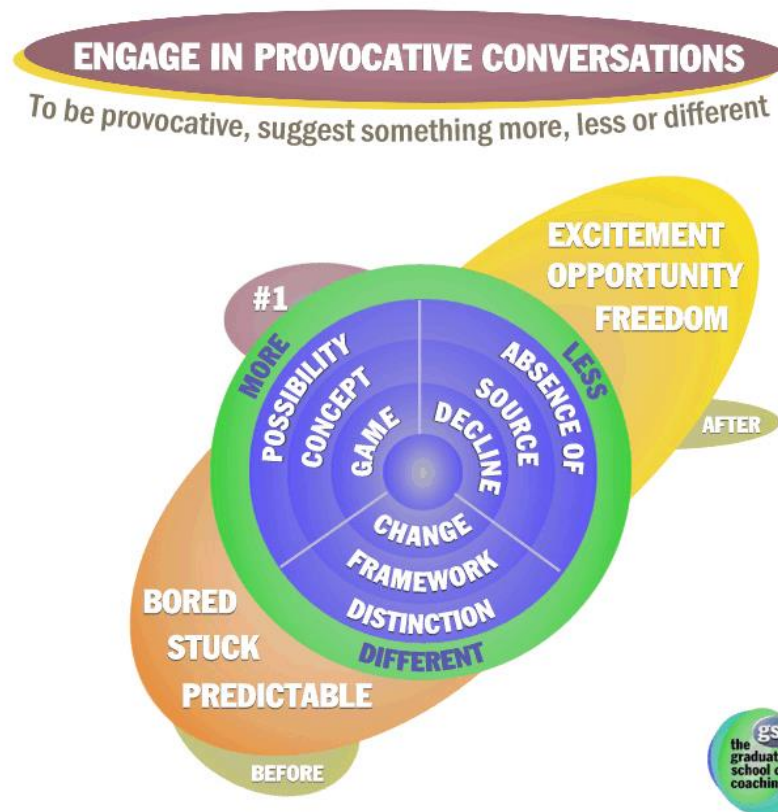
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Less than adversarial.  
Different from confronting.



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## How do you use this proficiency with your players?

- **Suggest something more.**  
More possibilities. More concepts. More, or a bigger, game.  
What most players really want is to resolve problems. Certified coaches offer an even bigger game with provocative conversations, of having no problems at all.
- **Suggest something different.**  
Offer distinctions, different frameworks, or suggest they make a change.  
You come from a place where you are quite interested in having players that are without problems, period. That really gets their attention when you offer this option.
- **Suggest something less.**  
Suggest an absence of something, eliminate the source of the problem, or decline to work on the focus.  
It's important to engage in provocative conversations because players don't want to waste time, energy and money waiting to figure out why they have symptoms or why situations are what they are.
- **Going deep fast**  
Your conversations need to get below the surface story and to the real truth of the matter to

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really have a powerful impact. Certified Coaches go deep fast with provocative questions, without probing and pushing their players as if they were cows being led to pasture.

## **What are the greater truths about engaging in provocative conversations?**

1. We're all waiting for a life-changing, provocative conversation.
2. Coaching offers a great environment for this.
3. Provocative conversations add long term value.

## **How will engaging in provocative conversations make you a better coach?**

### **1. Certified Coaches don't take anything at face value.**

That's what makes them better coaches. When you don't take things at face value, you can help your player go deeper and actually resolve the underlying dynamic, not just eliminate the symptom.

2. **They wonder** (with duh questions), they pursue truth (with deepening questions) and they provoke (with doubting questions).

### **3. The key distinction is provoking vs. evoking.**

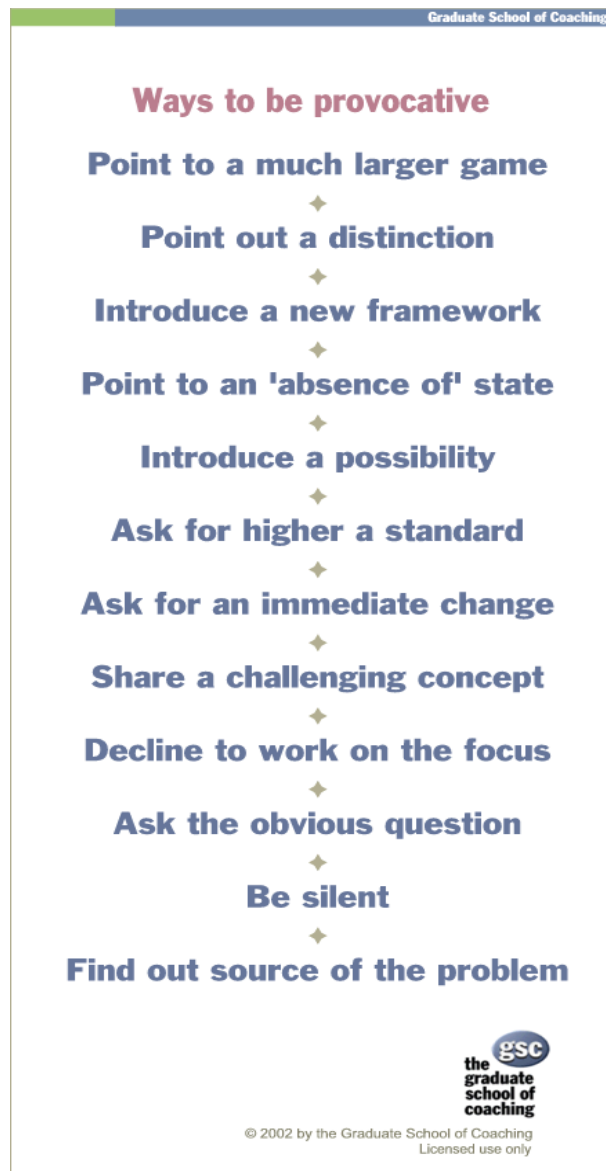
The certified coach uses questions to get below the surface. Great coaches don't just evoke what the player wants to tell them. They gently provoke what the player may be hiding from themselves.

### **4. People do hide from things they really want.**

A life with no problems at all is quite often wished for, and yet hidden. Engaging in provocative conversations allows coaches to help players achieve/obtain what they really want, not just what they think they want.

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## **What are some questions you can use to engage in provocative conversations?**

1. I hear what you're saying. You are a responsible person but you feel trapped and with no options. And I'm just wondering, Why are you having any problems at all in your life?
2. What do you think the real truth is here?
3. Are you sure about that? I have a sense that there's something more. Are you sure it's about ...(i.e. losing someone or something or approval)
4. Is this the kind of life you want to have?

## **How Do You Learn About Engaging in Provocative Conversations?**

- Practice the three sets of questions; the duh, the deep and the doubting.

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- Listen to others in their conversations. See if you can pick these questions out in the dialogue.
- Try NOT using these types of questions and watch how boring things can get!
- Ask yourself the questions around your own life. Is your life problem-free? Why not? Certified Coaches walk their talk.

## **What Mistakes do coaches make with engaging in provocative conversations?**

### **1. They stay on the surface accepting their player stories at face value.**

They are not careful about being seduced to just follow where the player wants to go, thinking they are letting the player appropriately "set" the agenda. They may actually be letting the player lead them astray.

### **2. They fear asking deep questions.**

They are concerned about prying into private areas. They don't realize that their job is to navigate with curiosity so that the player can see more truth and do something about the truth if they choose to.

### **3. They don't have a relationship with problem free living.**

Since they are not on a path to problem free living they don't know how to talk about it. Even if you are not there yet, your process will be highly valuable to your players.

### **4. They misunderstand the distinction between provoke and evoke.**

Consequently their sessions focus on evoking more of the player story rather than provoking them to see more and want more for themselves.

## **What are the key shifts to make to engage in provocative conversations?**

### **1. Think bigger.**

Go outside of situations and symptoms and look for the real truth. Provocative Conversations are provocative because they rise above our ordinary way of looking at things.

### **2. Pursue a problem free life.**

Do this so that you can have a meaningful conversation about it.

### **3. Be fearless, but also guileless in your questions.**

Players can spot it if you have an agenda or you're leading them somewhere you want them to go. "Duh" really means "duh".

### **4. Don't be satisfied with a chat.**

Expect more. Get more.

## *1.4) Coaching Proficiency: Enjoys the Player Immensely (#4)*

### **Background**

#### **Super Power: Permission – Control -> Influence -> Vulnerable**

Coaching is a non-hierarchical relationship! You cannot CONTROL your player. Hah, the truth is that you can't control anyone; but that is a different conversation. The beauty of the coaching relationship is that it begins with this truth rather than the illusion of control.

While you cannot control your player, you can influence them but ONLY when you gain their trust.

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A powerful step in the direction of a Permission based relationship is the willingness of both individuals to be vulnerable: to share deeper truths and be open to the influence of others.

From a practical perspective this begins with the simple yet powerful act of asking permission to share insights and perspectives with each other.

For example: "I have an idea for you that might be outside of your comfort zone. Can I share it with you?"

## **Basic Skill: Build Trust and Intimacy**

Ability to create a safe, supportive environment that produces ongoing mutual respect and trust.

## **Introduction**

The Coaching Proficiency that best illuminates Permission – from control to influence to vulnerable - is Enjoys the Player Immensely (#4).

Yes, we know this sounds a bit 'bland,' and rightfully you may be wondering what a training topic like this is doing in a Coach Training program. Yet, it's one of the most powerful of the Coaching Proficiencies. Why? Because to get to this level of collaborative relationship with your player, yet still have an edge and be effective with them, calls for a fairly high level skill set and awareness level. That's all we're going to say at this point but if you find yourself trying too hard with players, being frustrated by them, wishing they would move faster, be more self generating or put into action what they are learning, then this concept will prove beneficial.

## **Key Distinctions**

1. How to know when you're NOT enjoying your player.
2. Setting boundaries.
3. The benefits - to you and your player - of you mastering this proficiency.

## **What are the guiding principles of enjoying the player immensely?**

### **1. Enjoy yourself first.**

In order to really enjoy someone else and all their quirks, you have to be able to appreciate and enjoy your own first. If you don't, you'll end up judging them even without meaning to. It all starts with you.

### **2. Know that everyone is doing their best at any given time.**

By knowing this you eliminate any pressure you might put on the player. This doesn't mean you don't help hold them to a higher standard. It means you trust that the greatest wisdom is from within them. Honoring this can actually free the player to move forward immensely.

### **3. Be fully present.**

You must get out of your own way and let go of your need to add value or show what a great coach you are. The focus needs to be on them, completely.

### **4. Be interested vs. being interesting.**

Again, the focus is on the player. Be genuinely curious. Avoid the temptation to ask too many questions or probing too deeply without rapport. As you discover more about them and who they are, you will find lots to compliment them on and encourage them about.

### **5. Come from love.**

Simply loving the player is probably the fastest way to creating a safe environment for the player to

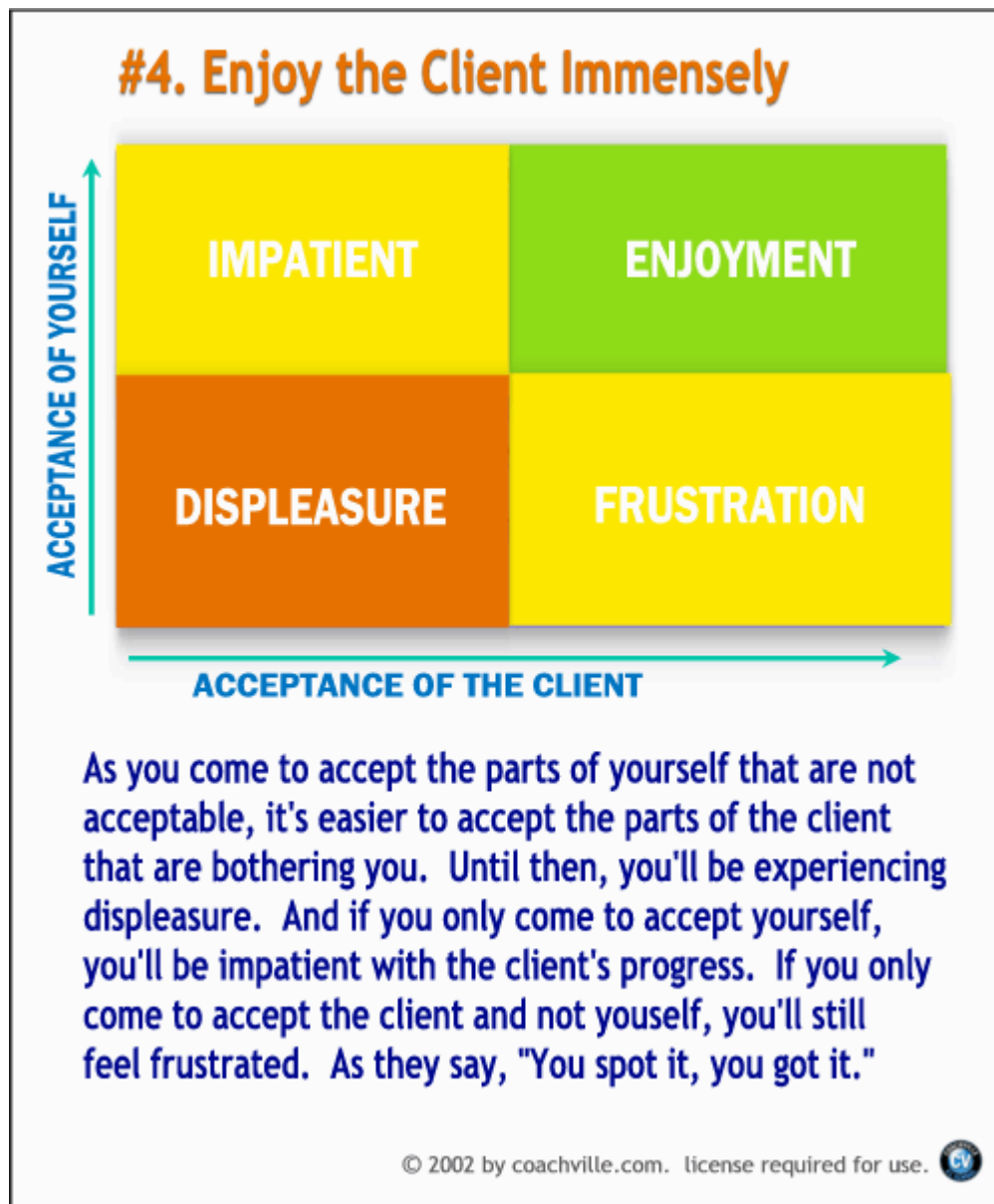
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move forward. When you come from love you set your own agenda aside, which creates the space for the player to really move forward.

## What are the general truths about enjoying the player immensely?

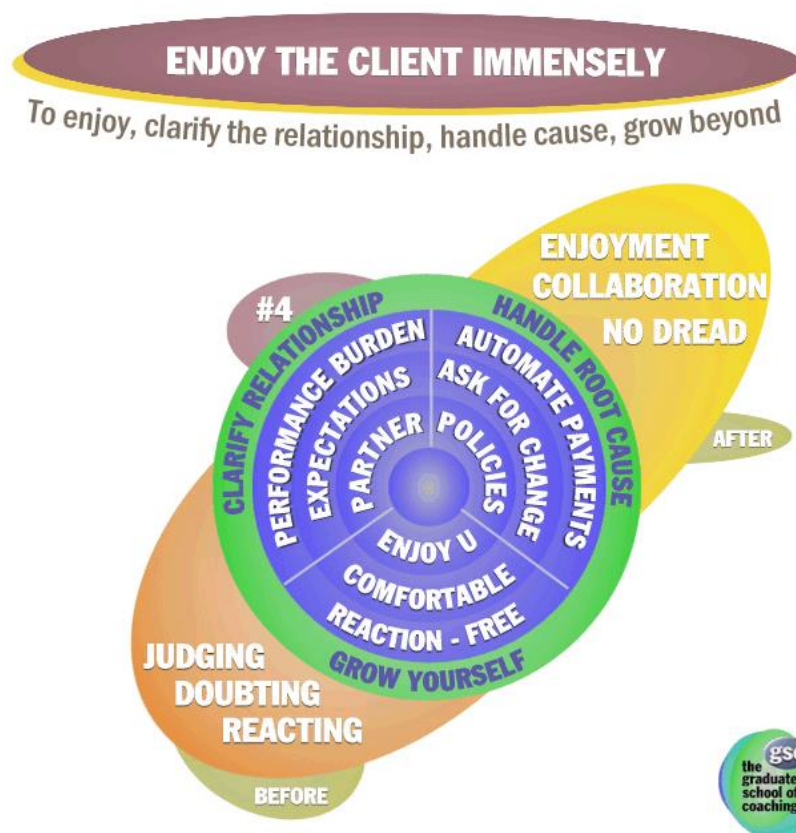
1. Performance suffers when the player perceives frustration or less than our total enjoyment.
2. Trust is increased via enjoyment.
3. Immense enjoyment is contagious.

## How does accepting yourself and accepting the player more help you enjoy the player more?



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- **Clarify the relationship.**  
Clarifying the relationship can eliminate the "performance" burden for you and the player. It can establish mutually agreed upon expectations. And it helps you and the player form a partnership, working collaboratively toward their goals.
- **Handle the root cause.**  
If you are not enjoying the player, identify the root causes of why. Often just asking for a change, establishing policies, and automating payments can eliminate the root cause of the lack of enjoyment.
- **Grow yourself.**  
Become reaction-free. Get super comfortable with yourself. Learn to enjoy yourself - it will make it much easier to enjoy others.

**When you come to enjoy the player immensely, you will stop judging, doubting, and reacting to the player. Instead you will experience enjoyment, collaboration, and an absence of dread.**

**What are some other pointers?**

### **1. Appreciation**

Look for what you appreciate in your player, in the coaching experience with them. Tell them what you appreciate about them. Not only will it build rapport, make them feel good and more open, they will probably tell you what they appreciate about you as well. Gotta like that!

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## **2. See Perfection**

See perfection in everything that happens - even your own "mistakes". This helps make it OK for your player to be going through whatever they are going through. Acknowledging the perfection eliminates judgment and opens the door to possibility and options.

## **3. Get curious**

See the guiding principles above.

## **4. Enjoy the Moment**

When you enjoy the moment, your player can sense it. You are the model for them to follow.

## **5. Think of it as Empowerment.**

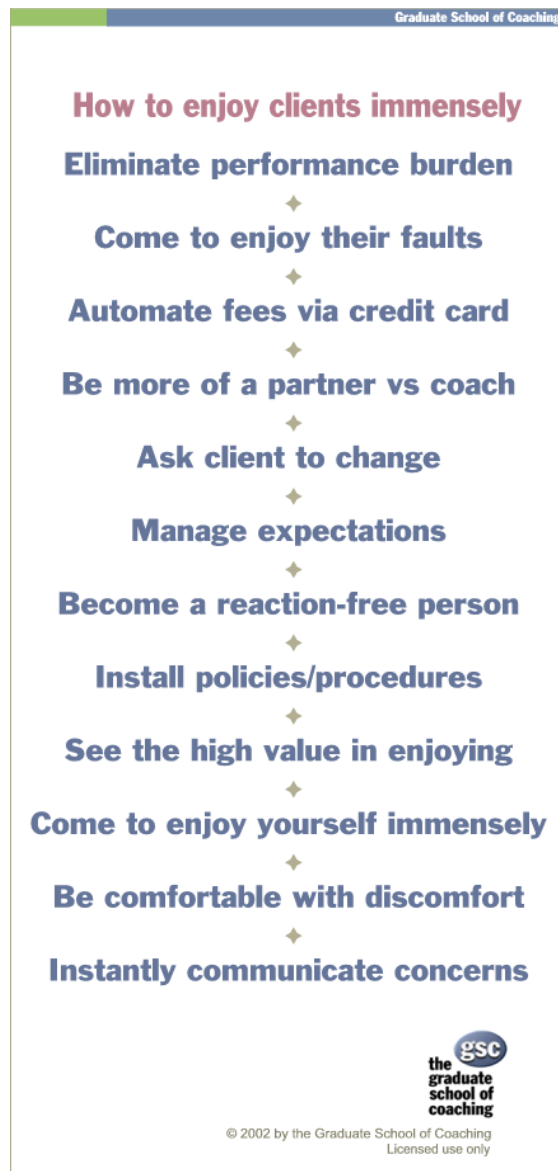
By thinking of enjoying your player as a form of empowerment, you have the incentive to actually do it. How much easier would coaching be (for you and your player) if you simply enjoyed it? How empowering would that be?

## **6. Enjoy the Pace**

Coaches evolve pretty quickly. Most players, they because they're not in the same levels of environments, move much much slower. Their seemingly slow pace of development is right for them. Enjoy the ease and the change it offers from your own normal, fast-paced growth. Celebrate each change with them.

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## **How do you know when you are NOT enjoying the player?**

Seems obvious, but sometimes we get so caught up in adding value that we don't notice the warning signs.

### **1. You feel like you are doing all the work.**

In other words, when you take on more of the responsibility for coaching than they do. This is the sure-fire way to lead to disappointment, resentment, and/or not having fun.

### **2. You dread their coaching call.**

Duh.

### **3. You feel drained after the call rather than energized.**

Coaching your players should be an energizing, inspiring experience for you. After all, that's part of why you do it, right?

# Proficiency Coaching Playbook

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## **4. There's a mismatch.**

When you cannot engage with them, either there's a mismatch going on, or they are done coaching with you.

## **5. You are frustrated with their "stuckness".**

Whenever you are frustrated, that's a good sign that you are not enjoying your player. What's that frustration about for you? How could you employ one of the guiding principles or ways of enjoying your player to shift your energy?

## **6. Pay attention.**

If you are not already, just pay attention to how you feel when you think about that particular player. Are you pleased or annoyed? Curious or frustrated? Peaceful or drained? Your own feelings are the perfect indicator of how much you are enjoying your player.

## **What are the benefits of enjoying your player immensely? (how it's better for you and for your player!)**

- It is freeing for the player when the coach really enjoys them.
- By enjoying your player, you are letting them know that you think they are OK - not broken or in need of being fixed.
- To enjoy someone else, you have to actually enjoy yourself first.
- When you enjoy the player, they tend to find their own value.
- It is empowering - for you and them!
- You will have more fun, which will make you more fun to work with, and hence, more attractive!
- It keeps things lighter, which creates more space for possibilities.

## **A Final Note About Boundaries**

What do you do if a player ventures into an area that really goes against your values?

Be clear with yourself and with your player about what you will talk about and what you won't. Saying something like, "That topic isn't my strong suit, can we focus on something else?" or "I'm just not up for that particular conversation." can be great ways of shifting the direction of the call.

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## 1.5) Coaching Practice : The Purpose of the Game

### Use this guide!

Remember, the key is to use this basic outline of the RACE model as a guide while maintaining focus on the Coaching Proficiencies that create an experience of Belonging:

- #15 Respects the Players Humanity
- #1 Engages in Provocative Conversations
- #4 Enjoys the Player Immensely

### The First Session {Bigger Why + Basic Game Design}...

Remember to encourage (but not insist) your player to play a "Game of Ask".

#### 1) **BIG GAME**

**Ask:** What is the **BIG GAME** you want to play better?

**Ask:** What does winning look like to you?

{This is a provocative conversation: it's big and it's personal}

**Ask:** What would it mean to your life if you won this game?

{Also extremely PROVOCATIVE; Plus a place to really ENJOY them}

Clarify The **RACE** and **OBJECTIVES** for the next 5 weeks

#### 2) **RESULT!**

**Ask:** What is the recurring result that you want to create each time you play the game?

**Ask:** What is the **TANGIBLE OUTCOME** you want to reach by creating these results?

#### 3) **ACTIONS!**

**Ask:** What are the recurring actions that you will take to create this result?

**Ask:** What does **MASTERY** look like in these actions?

{This is a provocative conversation: it's big and it's personal}

#### 4) **CHALLENGE!**

**Ask:** What are the challenges in the game that will come from playing for these results?;

**Ask:** How can you bring the Spirit of Play into these challenges?

**Ask:** What support do you need?

{Here you can Respect the Players Humanity}

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**Ask:** Who will you **BECOME** by facing these challenges?

{This is often an opportunity to Enjoy Your Player}

5) **EVALUATION!** –

**Ask:** How will we evaluate your progress in the game each week?

**Ask:** What **UPGRADES** do you want to make to your environment as a reward for winning?

**6) Highlights**

**Ask:** What are your highlights for this session?

# Play Two Win Playsheet + The RACE Model

<p><b>Name the game</b></p>		<p><b>Purpose / Values</b></p>		<p><b>Spirit of Play</b></p>	
<p><b>Step 1: Define the game</b></p>					
<p><b>Outcomes</b></p>		<p><b>Mastery</b></p>		<p><b>Becomings</b></p>	
<p><b>Step 2: Design the object of the game</b></p>					
<p><b>Results</b></p>		<p><b>Actions</b></p>		<p><b>Challenges</b></p>	
<p><b>Step 3: Play for results</b></p>					
<p><b>Evaluation</b></p>		<p><b>Inner Freedom</b></p>		<p><b>World Power</b></p>	
<p><b>Step 4: Embrace challenges</b></p>					
<p><b>With intention grow into</b></p>		<p><b>With vision grow into</b></p>		<p><b>With engagement grow into</b></p>	
<p><b>With design grow into</b></p>		<p><b>To get better</b></p>		<p><b>To take better</b></p>	
<p><b>Step 5: Evaluate what matters</b></p>		<p><b>Step 6: Game Plan</b></p>		<p><b>Step 7: Practice Skills</b></p>	
<p><b>To sustain better</b></p>		<p><b>To respond better</b></p>		<p><b>To sustain better</b></p>	