

Coaching Outline for Session #1

Bigger Why - "Belonging"

Coach Prep

This may come as a surprise, but simply asking the questions in the method can be life-changing for your player.

And while going with the flow of the questions, look for opportunities to co-create a life changing conversation using these 3 "Super Powers":

#1) Bigger Why - Share Your Purpose

The questions will naturally focus the conversation on purpose, so look for opportunities to highlight where their purpose and your purpose are shared.

#2) Permission - Control->Influence->Vulnerable

Foremost, let go of the illusion of control! As you delve into each inquiry you will have insights and observations pop into your awareness that will influence the conversation. The KEY is to ASK Permission before you share them.

eg. "I have an observation about this, can I share it with you?", "I just had an insight while you were talking, may I share it with you?". Wait for them to say "Yes", before you share. When you share something from your "gut" that is being vulnerable as a leader. After you share, let go of the need "to be right"; your player may or may not resonate with what you shared.

#3) Judgment-Free Awareness

When your player is sharing you will often notice your thoughts going into "judgment" about what they are saying. Eg. "That's good", "Oh, that is not a big deal". For the most part you want to notice these thoughts and let them go. If you find you are really stuck with a thought about what your player "Should" do, call "time out" in the conversation, ask permission, and share what you are thinking. THEN... let it go!

Basic Coaching Skills and Ethics Playbook

The Dialogue Outline

1) WELCOME

"Thanks so much for doing this with me. I really appreciate your time and I can't wait to see what we discover together."

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

"OK. Let's go."

2) If you looked at all of life as a game...

Ask: What would you say YOUR big game is right now?

Possible follow up questions...

> **Ask:** How will playing this game create a life of self-expression and purpose?

> **Ask:** How will playing this game change the world?

3) Ask: What does winning look like for you in this game?

Possible follow up questions...

> **Ask:** What would playing at an elite level look like?

4) Ask: What are some of the challenges you are facing in the game?

> **Ask:** Are these challenges worthy of the life you have lived so far?

> (If not,) **Ask:** How can we amp up the game to make it worthy of what you have already accomplished?

5) Ask: What would it mean for your life if you won this game on your own terms? (Big Outcomes) FIND the BIGGER WHY

> Examples: Financial Freedom; Self-Expression

A few extra questions you can ask...

Ask: So if you did win this game the way you have described, what would that mean to you personally?

Ask: What is the real opportunity for you here?

6) Ask: How could you bring the spirit of play into it?

Get creative here.

A few extra questions you can ask...

Ask: is there an experiment where you can try something new?

Ask: is there a way to make it more fun

7) How to Wrap Up your Bigger Why - Belonging Conversation

It is a good idea to finish the session with a challenge.

Here is an example:

Say: "OK, this is a good place for us to wrap up this session. Next time, we are going to delve deeper into your situation and start crafting a way for you to play better."

Say: "My challenge for you between now and then is to clarify your specific objectives to play for in the next three months. And consider the deeper purpose you have for playing this game."

Say: "Can you do that?"

Wait for them to say: "YES!"

Basic Coaching Skills and Ethics Playbook

**** A walk through the "Define the Game" dialogue in detail ****

>> { When you see this mark, this line is from the coaching dialogue. }

Everything else is a comment about what to look for in this step of the method.

The first step of the method is found on the left column of the play sheet and has three elements:

1. The Name of the Game
2. The Purpose / Values of the Game; The BIG WHY.
3. Bring in the spirit of play.

In this conversation you will get a feel for these three elements and more through a series of conversations.

>> 1) WELCOME

>> **Say:** "Thanks so much for doing this with me. I really appreciate your time and I can't wait to see what we discover together."

>> **ASK:** Do I have your permission to be your coach today? Are you ready to get started?
"OK. Let's go."

>> 2) If you looked at all of life as a game...

>> **Ask: What would you say YOUR big game is right now?**

>> **Ask:** How will playing this game create a life of self-expression and purpose?

>> **Ask:** How will playing this game change the world?

At the start of the conversation you just want to capture the basic idea of their game. As the conversation unfolds the name of the game may change.

Sometimes, as you dig into the purpose of the game, the player will realize that the game is something completely different than they first imagined.

If you are good with words, it is fun if you come up with a catchy phrase. But don't get hung up on that. "Bill builds a business", will do just fine to get the conversation started.

This part of the conversation is an open ended exploration – you are just getting to know your player (or getting to know them in a new way)

The deeper questions let your player know that you are "serious about play"!; That your idea of a game is something with a deep meaning and purpose in their life.

>> 3) Ask: What does winning look like for you in this game?

>> **Ask:** What would playing at an elite level look like?

Here you want to get a sense of the players' BIG VISION or big dream. Talking about it will probably be great fun for your player so spend a few minutes on this topic. Ask clarifying questions to get a good picture of it.

While you talk about this you will hear things that will help you hone in on the specific objectives that you will define later.

>> 4) Ask: What are some of the challenges you are facing in the game?

>> **Ask:** Are these challenges worthy of the life you have lived so far?

>> (If not,) **Ask:** How can we amp up the game to make it worthy of what you have already accomplished?

Talking about the challenges of the game will open up the conversation.

Challenges are what make a game interesting and fun so this will be a recurring conversation in your relationship.

Asking about whether these challenges are the biggest is a great way to get your player thinking bigger about their game and appreciating that they are capable of the big things this game will ask of them.

Basic Coaching Skills and Ethics Playbook

**>>5) Ask: What would it mean for your life if you won this game on your own terms?
>>(Big Outcomes) FIND the BIGGER WHY**

>> Examples: Financial Freedom; Self-Expression

Often this conversation is wide ranging and you may find yourself writing notes and then condensing what you learn onto a few key words on the play sheet.

This section is crucial to the success of your coaching relationship.

Here you really need to probe! You have to get to them to express what this really means to them on a personal level. This is their BIGGER WHY!

You can dig deeper. For example:

Ask: "So if you did win this game the way you have described, what would that mean to you personally?"

Ask: "How would it impact the other areas of your life?"

Ask: "What is the real opportunity for you here?"

Ask: "There are many things that a person with your talent could do in life. Why do you want to do this?"

Say: "The reason I am asking these deep questions here is that I can only coach you if you have a deep desire to play better. So basically I need to get a feel for how committed to this you really are and WHY you are committed. When the going gets tough, we are going to tap into this desire."

You will notice that most people have a hard time articulating what playing well will really mean to them. They mostly will want to talk about it in terms of what it will mean to others.

This is common and you may have to push a little bit here. It is important that you get at least a little taste of their personal reasons.

If it is creating struggle in the conversation, back off and make a note to yourself on the play sheet.

This will come up later because folks you struggle with defining personal value often have inner conflicts with winning and accomplishing.

When you are satisfied that your player has a real desire to play this game, then you can move on to the next part of the conversation.

>>6) Ask: How could you bring the spirit of play into it?

Get creative here.

>>A few extra questions you can ask...

>>Ask: is there an experiment where you can try something new?

>>Ask: is there a way to make it more fun

Here you challenge them to be creative and curious.

This is so important because you need to start to break the pattern of "WORKING" on everything.

7) How to Wrap Up your Define the Game Conversation

It is important to finish the session with a challenge and a wrap up.

Here is an example of what you will do:

>>Say: "OK, this is a good place for us to wrap up this session. Next time, we are going to delve deeper into your situation and start crafting a way for you to play better."

>>Say: "My challenge for you between now and then is to clarify your specific objectives to play for in the next three months. And consider the deeper purpose you have for playing this game."

>>Say: "Can you do that?"

Wait for them to say: "YES!"

It is VERY important that you end every coaching session with a specific challenge (or challenges) for your player for the time between sessions. The "Challenge" and the support you provide them to meet the challenge is the fabric of the coaching relationship.

Basic Coaching Skills and Ethics Playbook

The importance of giving a challenge

Essentially this is the way coaching happens. You challenge your player to do certain things and then you observe what happens. With every challenge you learn a little more about who they are, what they can do and where they need to improve. It really is fun.

Creating an appropriate challenge for your player takes creativity and gets easier with experience. You will learn more about this as we go through the Play-Two-Win method.