

Coach Mission 1: Recruit 5 Good Players

Inner Freedom Method Playbook



**“Inner Freedom Coaching Axiom #1:
“All growth happens at the edge of your comfort
zone.” - Coach Dave**

Quick Summary:

BIG Idea: Coaching is the art of guiding another person or team in pursuit of playing better and winning on their own terms. To do this you need a reliable way to coach players at the edge of their comfort zone. To get started you need players who are in a game with a big purpose and big challenges. Your first mission is to recruit 5 good players with the potential to become great!

You are on a mission!

To become a great coach, you must embark on a mission to transform the way you approach the FEARS that your players face when they play BIG.

From: Motivate your workers to overcome (power through) fear and control their emotions.

To: Teach your players to embrace fear and respond to their emotions.

Coaches are ALWAYS looking for good players. Great Leaders are ALWAYS looking for good players. And then they aim to make them great!

As we move beyond the Industrial Age of Work into the Connected Age of Purpose more and more people are yearning to play a BIG game in Life. When they do this, they will naturally bump up against fear. They need a great coach with a reliable method to walk with them on the edge of their comfort zone!

This is a delicate matter but also a great opportunity.

*There is a BIG difference between:
a person who just seems to have a lot of problems, AND
a person who is a little stuck BECAUSE they are playing BIG.*

Coaching using the Inner Freedom method requires a combination of openness AND tenacity by the player AND the coach.

Thriving in the Connected Age of Purpose requires deep connections, self-expression and the vulnerability to contribute to others in a unique way.

You need players with a strong desire to be great and the willingness to look deeper into themselves. This actually describes a LOT of people but many of them don't know it yet. Your mission is to recruit 5

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good players who are ready. Ready to face the fears that come up when they take the creative risks necessary to play for results and to make good things happen in the world.

Who do you know who is ready for this? And who will help YOU fulfill your purpose to expand your capabilities with the Inner Freedom Super Powers?

Quick Game Plan for Coach Mission #1

1) Power Up: Game plan your recruiting mission.

Make your plan to talk with potential players about coaching with you. Share about your approach on the game card.

2) Game action: Recruiting conversations with potential players.

Study the conversation outline and then use it to talk with your potential players; play for “YES!”; Share about your experiences on the game card.

3) BIG WIN: “Yes. I want to play!”

When you get a “yes”, share on the game card about why you are excited to coach this player.

4) Find the fun!

Remember, it is a game!

1) Power Up: Game plan your recruiting mission.

Coach Power: The Mission is to recruit 5 players for a series of 12 Inner Freedom Coaching Conversations.

1) Who you are looking for

Inner Freedom Coaching is powerful and intense. You are looking for good players with a BIG Purpose to fuel them on this big adventure; they are open to self-exploration and probably “a little bit stuck” BECAUSE they are playing big.

Remember Inner Freedom Coaching Axiom #1: “All growth happens at the edge of your comfort zone”.

Take note of Inner Freedom Coaching Axiom #2: “To go bigger out in the world, you must go deeper into your SELF”. –Coach Dave



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Look at your existing connections and think: who is doing something big for them, and might be ready to go deeper into themselves to make it happen?

Do **NOT** look at your existing connections and think: who is really stuck and “needs a coach”?

2) Where to find your potential players

Your situation will most likely resemble one of these three scenarios.

A) You are a manager / leader and you have a group of employees and colleagues from which to recruit your 5 players.

Extend a personal invitation to the people you want to coach. “I admire the way you are playing BIG. I am taking a Coach Training program called “Inner Freedom” and I would love to talk with you about being one of my practice players.

Say: “I admire the way you are playing BIG. I am taking a Coach Training program called Inner Freedom and I would love to talk with you about being one of my practice players. Would you be interested in having a brief exploratory conversation to see if this is a fit for you?”

B) You are already coaching or providing a professional service to clients. In this case you have client pool from which you can recruit 5 players. If you want to recruit from your existing clients, you can offer them the opportunity to coach with you using the Inner Freedom Method for 12 weekly sessions. It will be important to let them choose to engage in this new approach with you.

Say: “I am learning a new coaching method in a training program called Inner Freedom. I am recruiting 5 of my existing clients to try this new method with me for 12 sessions over a 12 week period where we will explore playing with the fears that come up when you play really big. Would you be interested in doing this?”

C) You need to recruit 5 players from your network of friends, colleagues and social connections. You may know of people you can ask personally as in scenario A.

Many students use Linked In, Facebook or email to find their potential players using an “opportunity post”. Also, even if you have a group of people right around you, you may want the experience of opening up to coach people who come through your social connections. Remember!!! It is a game. Sometimes opening up to a bigger world can really spice things up nicely.

Example opportunity post: I am taking a Coach Training program with CoachVille call Inner Freedom. I am very excited about it! I am looking for 5 “players” for a 12 week pro bono coaching engagement. Each session will be 30 minutes. This is a great opportunity if you are up to something big in your business, career or personal life and would love the opportunity to explore the ability to play with fears that might be holding you back... even a little bit. Please contact me to set up a brief exploratory




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conversation. I only have 5 openings so please respond quickly!
 If you know someone who might love this, please pass it on to them! Thanks!

3) Update your game card.

Once you have your initial plan together for how you will recruit your players, update your game card!

	<p>Click through to your game card. Look for the Power Up section – (Find the Red Button with the Rocket!) Find the <i>Coaching Super Powers</i> badge.</p> <div style="display: flex; align-items: center;">  <div> <p>You will see the game card description...</p> <p><i>Coach Mission 1: I just made a plan to recruit 5 players for Inner Freedom. Here is what I am going to do...</i></p> <p>Click on the SHARE button in the right column.</p>  </div> </div> <p>A text entry window will appear. Complete this statement on your game card by sharing how you will approach this mission.</p>
	<p>Our game system connects to FaceBook. Get your FB friends cheering you on! (optional)</p>  <p>Under the share box you will see the “Share On Facebook” button. If you share on Facebook you earn +1 Bonus point in your total score.</p>

2) Game Action: Recruiting conversations with potential players

The next step of this mission is to have a brief exploratory conversation with each potential player. This is important because Inner Freedom coaching should always be a mutual agreement between the coach and the player. You can only coach someone if they want to be coached by you AND you believe in the game they are playing. **NOTE: even if you are someone’s team leader or manager, you must still do this! Never assume that your employee wants to be coached, ESPECIALLY with the Inner Freedom Method. But, they will probably LOVE it.**

At the same time this is excellent practice for your life as a leader! The best games in life are often a game of ASK where you are playing for a mutual YES!

This conversation outline will provide a simple structure for this conversation. Also, it is similar to the coaching outlines you will use in class so it will set a positive tone for the collaboration.

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Remember, YOU are the coach. So:

- A) You need to guide the conversation
- B) It is mostly about asking questions and listening. You don't need to say too much!
- C) At the conclusion, YOU must choose if you want to coach this person; If you are a "yes", then ask them if they want to be your player. Your aim is for them to say "YES!"; If you don't want to coach them, don't ask them.

What to look for in the moment of choice.

In the coaching outline you will do a lot of listening. As you are listening you want to check in with your intuition. This is an essential coaching skill so you should start learning it right now! Wonder to yourself: Do I have a good connection with this player? Will I enjoy coaching them? Or will I at least enjoy learning something by coaching them?

It is OK if you think they will be a challenge, as long as you will enjoy it in some way. It is OK if it will stretch your comfort zone or require you to look at things from a new perspective.

Avoid taking on a player if you think it will be a "rescue mission" for someone in trouble.

***** Conversation outline *****

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

Say: "Thanks so much for doing this with me. I really appreciate your time and I can't wait to see what we discover together. It will take 15-20 minutes.

Ask: Are you ready to go?

{Coach: wait for them to affirm}

Say: "OK. Let's go. So as I mentioned I am participating in a coach training program called the Inner Freedom Method where we explore the fears that come up when you play a BIG game. They are really big on looking at business, career and life as a game; my role as the coach is to help you play better and win on your own terms."

1) Discover their game

Ask: If you looked at your life / business / career as a game...What would you say your big game is right now?

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

2) Discover their definition of winning

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

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

3) Explore a few “challenges”

Say: So in any great game there are activities on the edge of your comfort zone.

Ask: What are some activities or situations that are creating a challenge for you?

{Coach: listen and **AVOID AVOID AVOID** offering solutions to the challenge!!

Ask any curious or clarifying questions that pop up for you

Be patient, it can take a while for them to warm up, find several examples. **Ask:** What else?}

If they are not seeing it, you can use these more specific questions:

Ask: Are there any activities that you are resisting or avoiding?

Ask: Are there any activities that you have to force yourself to do?

Ask: Are there any actions where you are not getting the results you want?

4) Bring the spirit of play

Ask: What do you think would be possible if you could play with these challenging situations?

{Coach: listen! Here you will see if they can bring a little openness or lightness to the situation.}

5) Moment of choice

{Coach: Here you have to choose! Do you have a good connection with them? Is the game big enough to fuel them? Are they open enough to go deep?}

If YOU are a “YES”:

Say: I love your game and I think we could have great success together by getting into these challenges.

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

If they say “yes”: get your next session set up in your calendar for as soon as possible after the start date for the program.

If they say “no”: thank them for their time.

If YOU are a “No”:

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

After the conversation

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No matter how it turns out, share about your experience on your game card.

IMPORTANT: Even if you or the player is a “No”, you still share about the action on your game card!


	<p>Click through to your game card. Look for Game Action section – (Find the Blue Button with the Star Reacher!) Find the <i>Coaching Super Powers</i> badge.</p> <div style="display: flex; align-items: center;">  <div> <p>You will see the game card description...</p> <p><i>Coach Mission 1: I just had an Inner Freedom exploratory session with a potential player. Here is what happened and what I learned...</i></p> <p>Click on the SHARE button in the right column.</p>  <p>Share</p> <p>A text entry window will appear. Complete this statement on your game card by sharing about what you learned in the conversation. (If you both said “YES” also share in the BIG Win Section)</p> </div> </div>
	<p>Our game system connects to FaceBook. Get your FB friends cheering you on! (optional)</p>  <p>Under the share box you will see the “Share On Facebook” button. If you share on Facebook you earn +1 Bonus point in your total score.</p>

3) The BIG WIN: A potential player says: YES!”

This is something to celebrate!



Here is where you share **ONLY** when both you and the player are a “YES”.

So you would share in both the Game Action area AND the Big Win area for the same conversation.

	<p>Click through to your game card. Look for Big Win section – (Find the Green Button with the Trophy Holder!) Find the <i>Coaching Super Powers</i> badge.</p> <div style="display: flex; align-items: center;">  <div> <p>You will see the game card description...</p> <p><i>Coach Mission 1: I just signed a player for Inner Freedom! I am so excited to coach him/her because...</i></p> <p>Click on the SHARE button in the right column.</p> </div> </div>
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	 <p>Share</p> <p>A text entry window will appear. Complete this statement on your game card by sharing why you are excited to coach this player.</p>
	<p>Our game system connects to FaceBook. Get your FB friends cheering you on! (optional)</p>  <p>Under the share box you will see the “Share On Facebook” button. If you share on Facebook you earn +1 Bonus point in your total score.</p>

4) Find the Fun!

You know those fun adventure movies where the “hero” is putting a collection of people together with special skills to accomplish a mission together? Well that is YOU right now.

Putting a team together is fun!- As a coach or coach approach leader you are always looking for good players for “your team”. If your players are not necessarily going to play together they are still on your team so they will probably have some shared purpose even if they don’t know it yet. You may even want to find a way for your players to get together at some point either face-to-face or virtually.

You will probably want a variety of players with different games or different talents; it can be fun to put the right mix together.

Treasure hunting is fun – You can think of every person who signs on to coach with you as a treasure. Looking for them can be really fun. You are looking for game changers to share a powerful experience with you. Finding the right players can be a fun adventure.

Transformations from worker to player

Industrial Work Mindset (the old way)...	Spirit of Play Mindset (the new way)...
You work alone and don’t bother anyone.	You are an unstoppable world changer! You find your players through personal and social connections. You leverage your relationships and network in your search for good players. You are not alone, you are part of a vibrant community and YOU are the coach in this community now.