



COACHING Proficiencies



Playbook for Coaches



CoachVille Center for Coaching Mastery
We are the champions of dreams!

Welcome. On behalf of the entire CoachVille Team, I want to welcome you to the Proficiency Coaching Program.

The BIG IDEA of this program is this: by playing with the **16 Coaching Proficiencies you can guide players on a life changing adventure in pursuit of their dreams.** The Coaching Proficiencies are the language of transformational coaching and based on the work of the late Thomas Leonard; the founder of professional Life Coaching.



These 16 Advanced Coaching Skills will accelerate your path to becoming a highly capable Coach – an artist of human greatness. With them your ability to use any coaching method - where you guide your player toward playing better – will improve significantly!

There is a companion program for players that is called: Energize Your Dreams.

Along with the Proficiencies you will also practice several essential coaching techniques and learn our framework for transformation: The Energy Alignment Game.

Abera Ca Dabera – From the Aramaic Language means: I create as I speak. In our program you will discover the magic of conversational learning, an essential element of coach approach relationships.

PLAY - The emphasis will be on PLAYING and adopting a “Social PLAY framework” in your personal, business and career life. We are reinventing coaching with the spirit of PLAY! And YOU are a part of it.

As a part of our DTMOPP learning method you will coach and play with a partner throughout the program. You will coach and be coached by the same partner in the coaching practice time. We believe this will allow you to go deeply into the coaching and experience a real coaching relationship.

Finally, with our accreditation with the International Coach Federation (ICF) the 12 live teleclass hours of the program qualify for 12 Continuing Coach Education Units! (CCEU's)

Note: under certain conditions 12 self-paced hours can also count toward ICF Certification.

Enjoy the experience...

Coach Dave Buck and the CV Community...
We are the Champions of Dreams!

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Introduction

Most of these Introduction pages are excerpted from my upcoming book about coaching titled: "Champion of Dreams".

The purpose is for you to gain the advanced understanding needed to make the most of this coach training program; and to be a great coach in the world.

I have a few provocative ideas to share with you... that will shift how you see yourself, the world around you and your opportunity to thrive as a coach in a joyful way. AWWW Yeah.

The Chapters of the Playbook coincide with the classes of the program.

- Each chapter will begin with the pages from the Players Playbook. These pages review core ideas from the players perspective; a review of the coaching technique planned for the session, a quick review of the related part of the Energy Alignment Game and a review of the Coaching Notes page for the session. (Whew!)
- This will be followed by coaching notes for the technique and a walk through the Coaching Guide for the session. Note: the Coaching Guides are in a separate PDF and are not repeated in this playbook.
- Then we will explore the a few Coaching Proficiencies to focus on.

Some of the content is specifically connected to what we will do in the class; while other content is shared to add to what we cover in class. There is a LOT to learn in the field of coaching and in this program that we don't have time to cover in class sessions because the classes are dedicated to conversation and practice.

So the point is... to get the complete program you need to read this playbook!

Pre-Class Play Plan

It looks like a lot... but it will be fun to prepare for our adventure.

1) Read the Introduction of this playbook (Wooo Hooo! You are doing that now!)

2) Get the Coaching Superpowers Coaching Guide PDF

[Coaching Superpowers Coaching Guide PDF;](#)

I recommend printing this and putting it in a binder. You will use it often.

3) Get the Player Playbook PDF

[Player Playbook PDF: Energize Your Dreams](#)

You can send this to your potential players to entice them to sign on for the life-changing experience you are offering them! Team Play for Transformation.

Then after they sign on, this playbook will be a companion for the coaching experience. Reading this – and listening to the audios – will prepare your players for each session.

The contents of the Player Playbook are included in this Coaches Playbook.

4) Listen to the Player Prep Audio for the Exploratory Session

<https://soundcloud.com/coachville/eyd-00-player-prep-exploratory>

You can send your potential players this audio as an enticement to have an exploratory conversation with you; OR send it to them to help them prepare for the exploratory conversation with you.

5) Listen to the Sample Exploratory Session with Player Carlye

[Player Carlye Exploratory Audio](#)

6) Recruit 3 players to coach by reaching out and having exploratory conversations.

This Introduction contains a detailed plan for doing this. Aim to have your 3 players signed before class starts; or during the first week at the latest.

7) Get the Energize Your Dream Playsheet PDF;

[Energize Your Dream Playsheet Pack PDF](#)

Follow the printing instructions.

Send this to your players after they sign on with you.

Both you and your player will use these printed sheets to take notes during the session.

Then your player will use the weekly Play Plan Playsheet to journal their adventure – and coach-able moments - along the way.

8) Get on the Game Card for this program:

On the Milestone Card Read the “how to play” Playbook (for first time students only)
Share about your exploratory sessions on the Milestone Gamecard

9) Listen to the Player Prep Audio for Session 1

<https://soundcloud.com/coachville/eyd-01-player-prep-bigdream>

This audio is linked into the Player playbook. You can also send it to them separately as a reminder.

Listen to it so that you are prepared to be a player. It will also give you insights into the coaching technique that we will practice together that week.

10) Give some thought to what your BIG Dream is and what your Play “Mission” will be for the 6-week program

This is coming up later in this Introduction

11) On the program home page, read the “Dyad Guide” (for first time students only)

12) Listen to the Coaching Demonstration Session 1 Audio with Player Carlye

[Player Carlye Energize Your Dream Session #1](#)

13) Read Chapter 1 of this Playbook

Keep reading! You will get there soon.

14) Read the Coaching Guide for Session 1 a few times (at least once out loud)

It's in the binder you made in step #2 ;-)

15) Update your Gamecard to share about what you learned during all of these activities!

You are READY for the first class!

I promise that the play plan for weeks 2 – 6 will be much lighter; so you have more time to do awesome things in the world.

- 1) Share on the Gamecard your insights from class!
- 2) Coach your players using what we practiced in class (then share on the Gamecard about each one)
- 3) Listen to the player prep audio for the upcoming session.
- 4) Read the Chapter in this playbook for the upcoming session (then share on the Gamecard).
- 5) Listen to the coaching demonstration audio for the upcoming session (then share on the Gamecard).
- 6) Read the Coaching Guide a few times for the upcoming session; at least once out loud.
- 7) If you missed class... Listen to the class audio from the class you missed.

See! Easy.

The Game Card

Your REAL LIFE is PLAY!

Each week you will play a fun and challenging game where you earn points for doing and then **SHARING**:

- 1) Read your class Playbook; **SHARE** your insights.
- 2) Participate in class; **SHARE** about what you have learned in class conversations
- 4) Listen to the recorded coaching demonstrations; **SHARE** your insights
- 5) **Complete Missions** to coach your players; **SHARE** what happened in the sessions.

6) Complete Missions to play BIG for your dream; **SHARE** what you have discovered.

7) Stay in contact with your class partner (player/coach) **SHARE** what you have discovered together.

8) Inspire your team mates And being inspired by them. **SHARE** your You Inspire Me points (**YIM**).

Your personal “game card” will provide you with a visual display of what you need to do and what you have already accomplished. And... when you share you will attempt to inspire your classmates. (so that they give you “You Inspire Me” Points)

The public leaderboard will allow you to see how everyone else is doing. Then you can explore the game cards of your class mates for ideas and inspiration. (And to give away your “You Inspire Me” Points)

Note: Center for Coaching Mastery Students need a minimum of 150 points total on game cards to pass the class. At CoachVille we don’t give right/wrong answer tests... not our thing!

Team Play for Transformation!

Life is a co-creation.

Freedom is a co-creation.

The coaching relationship is a co-creation.

At CoachVille we play with co-creation all the time. CoachVille founder Thomas Leonard was a wildly successful co-creator with a group of coaches he called his “R&D Team”. So it is part of our DNA.

We have taken this idea to a new level by co-creating a set of informative and compelling resources for you to share with your players. These resources will make your coaching more impactful... but they will also make you look really good in the eyes of your players! (Status Matters)

There is a collection of concepts that when your player absorbs them your Coaching will be more impactful; for example the concept of “Pivotal Moment”. When your player understands how to recognize a Pivotal Moment in their life they will make much better use of their coaching time with you.

At the same time, it would take a bunch of time for you to explain it to them... and this would take away from the time that you can be practicing with them, observing them and listening to them; which is where the magic happens.

So we have created a playbook and a set of audios that you can share with your players that explain all of the concepts needed for Energize Your Dream Coaching.

In the playbook and audios I explain to the player that I will be their bonus companion while they are on the coaching adventure with you.

There is a playbook chapter and an audio that will help the player prepare for each session and make the most of their time with you.

There is also a playsheet PDF with a sheet that matches the unique flow of each session. (If you follow the coaching guide ;-)

Your players will love these resources and you will love that they come to each coaching session ready to play. SO GOOD.

Meanwhile, this will make coaching with you a step above anything else they have experienced in the coaching or personal growth space. Like I said... status matters. It leads to impact, advocacy and referrals.

[Here is the Player Playbook](#)

[Here is the Playsheet Pack PDF](#)

[Here is the Audio to prepare for the Exploratory Session.](#)

You may notice...

You may notice that these resources are also on the preclass play plan that started this Introduction. YES!!! That is because in the Coaching Superpowers Program you are BOTH a coach and a player. The Player version of the program is called Activate Your Superpowers.

As you use these resources to be a better Player, you will gain confidence in sharing them as a coach.

The Benefit for us at CV... and the World!!

There is a BIG benefit for us at CV with regard to your players; in addition to you being the most awesome coach they have ever had!

It happens often that people who experience transformation with a Life Coach want to learn how to be a Life Coach – or coach approach leader – themselves.

Free People, FREE PEOPLE!

It is our hope that with their experience of your coaching and these impactful resources that they will one day join us in our school. And our world changing team of “rebels with a cause” to uplift the Human Family will continue to grow!

Teleclass Welcome!

A quick note to the reader: this playbook is used for both the teleclass and the self-study with a buddy version of the program.

This little section is just for the teleclass participants.

In every class you will participate in a variety of provocative exploratory conversations and coaching sessions.

A few key points to consider as you start this class.

1) Our programs are based on dialogue-based learning. So we expect you to jump in and participate in the conversations. Be **BOLD!** Share your thoughts and questions; Your voice is a contribution to everyone else in the program. Your instructor is a highly trained coach and very capable of weaving diverse thoughts into a web of learning for everyone!

2) You will coach in every class. It is possible that this will be your first coaching conversation. So be easy on yourself! Don't expect to be a masterful coach on day #1.

If you have been coaching for a while – maybe even a LONG while - coaching in class is your opportunity to experiment and try new things. Enjoy the opportunity to stretch and learn.

Self-study with a Buddy students: plan to listen to the class audio and then engage your buddy with the class prep questions at the end of each chapter.

3) You will coach in every class. If you are a new student at CV it is likely that you have little coaching experience and possible that you have never conducted a coaching session before. So be easy on yourself! Don't expect to be a masterful coach on day #1. Coaching in class is your opportunity to experiment and try things that you have not done before. Enjoy the opportunity to stretch and grow.

Understanding Coaching and it's greater purpose in the world

The Practical... The Problems ... The Purposeful

As your Guide on your Coaching Superpowers adventure, my role is to prepare you for each leg of the journey so that you can really LOVE it and thrive as both a player and a coach.

So the first thing I want to do is share with you a few of the “real world” benefits of Life Coaching in the form of practical benefits, problems solved and bigger purpose and aspirations.

I have phrased these from the perspective of the player. From the coach's perspective, they explain what you will guide people to accomplish and experience.

The Practical

- If your dream or purpose feels fuzzy or lost, it will come into focus and gain energy.
- Positive actions that used to seem hard, will start to feel easy.
- Your life will start to feel like a fun, growth-oriented adventure... MOST DAYS

- You will have more fulfilling experiences with people you enjoy; in ALL aspects of your life!
- You will gain awareness of where your doubts and fears are coming from... and you will feel more and more FREE!
- You will greatly expand your “body awareness” and “emotional awareness” which will increase your intuition, inner knowing and self-trust. << ***THIS IS A BIG ONE!***
- You will feel more ALIVE... and feel like your life is more vibrant than it used to be!



The Problems

Coaching is NOT an intervention for problems! It is about playing better for your dream.

However... as you play better with your Inner Freedom coach, many of life's common problems will lessen or disappear completely.

- You will experience LESS anxiety.
- You will experience LESS self-doubt.
- You will experience LESS procrastination on important actions.
- You will experience LESS negative self-talk;
- You will experience LESS limiting beliefs; and the idea of self-sabotage will disappear.
- You will experience LESS frustration, isolation and overwhelm! (***A LOT LESS***)
- OFTEN... You will experience LESS of unwanted addictions.

You have to admit... this will be awesome!

The Purposeful... and Aspirational

- You will gain influence. You will begin to see yourself as powerful and capable of having a profound positive impact in the lives of others and in the world!
- You will gain creativity. You will gain clarity on the YOUnique qualities that you have within you that you can use to co-create the results and experiences you desire.
- You will make changes. You will feel more confident in taking risks that can bring about positive rewards for your dream.
- You will gain visibility. You will feel more courage in being seen and owning your value.
- You will develop the ability to tap into your body wisdom to make bold choices.
- You will develop the ability to tap into the Supermind for needed insights and possibilities... and then ACT on them.
- You will feel like your energy is flowing and aligned with your dream and greater purpose.
- ***Last but not least...*** you will stop the futile exercise of trying live your dreams by completing tasks and you will learn how to practice and co-create the experiences of your Dream with a Life Coach. This will lead to an extraordinary boost in your FREEDOM.

- As you practice exploring the FEAR you experience in social situations, you will rediscover your lost playfulness and YOUUnique capabilities. AKA Your Superpowers!

AWWWW Yeah!

What coaching is

Next I want to share with you a few thoughts about life coaching because there is a lot of confusion about this.

Here is our definition of coaching:



Coaching Is...

1. A profound personal relationship
2. Wherein the coach guides the player
3. In pursuit of playing better for their **dreams**
4. Through perceptive observations
5. And co-creative conversations

Some folks have gotten the idea that coaches talk with you to help you solve your own problems. Others think that coaches tell you what tasks to do and hold you accountable.

Life Coaching is not about problems or tasks because life is not about problems and tasks. Life is for playing for our dreams and Coaching is about playing together to play better; also known as practice.

Let's go a little deeper into each of the elements.

1. A profound personal relationship

Coaching is a personal relationship. Your coach will care about you as a person and you will care about your coach. It is very different than the ideas we got about Industrial Age Professional that was robotic and impersonal.

Coaching is profound because it goes beneath the surface of life into feelings, emotions, beliefs, desires, possibilities, fears, visions, ideas... the important stuff.

2. Wherein the coach guides the player

Coaching is NOT hierarchical... which is an important detail we will explore in a moment.

Guiding another person on an adventure is a real artform. It is not the same as directing or controlling; but it is more than a passive companion.

Think about the guide on a hero's journey like Star Wars Obi Wan Kenobi to Luke Skywalker. They are on the adventure together, they are both actively involved. Obi Wan is sharing observations with Luke BUT... Luke makes his own choices about what to do.

Another way to think of this is the Olympic Coach. They are in the Training Center with the athlete every day sharing the dream together. Olympic athletes deeply thank their coach when they win a medal; they could not have done it alone.

3. In pursuit of playing better for their dreams

Playing better is the essence and the purpose of what ALL coaching is about.

Playfulness is an awesome Human Superpower. Helping you restore and maximize your playfulness is a big part of Life Coaching. I will get into that much deeper in a few moments because the idea of play may be scrambling your mind right now.

To ease into the exploration here are a few ideas to help you understand what I mean by PLAY and playfulness:

- Curious and Creative
- Resourceful and Resilient
- Explore and Experiment
- Fun! (usually, but not always)

The 3 Frameworks of Play

There are 3 areas of life where we see play all the time. One way to get into playing for your dream is to identify with one or more of these and re-imagine your dream with this framework.

1) **Performance Art:** You have talents, a “voice” or perspective and something to say or share. You practice A LOT to refine both your skills and your message. You use your talents to co-create experiences with your audience.

2) **Game / Athletics:** The urge to compete drives you to hone your skills to perform at a high level. You enjoy the thrill of victory and embrace the difficulty of defeat. You enjoy the camaraderie of your team mates and the competitors. The definition of compete from the ancient Greek language is actually quite inspiring.

To Compete: to seek the best in oneself in the company of others likewise engaged.

3) **Epic Quest:** You have been “called” to adventure. There is something you **MUST** do even though it means leaving behind the comfortable of your well known surroundings and place in the world. You face great challenges in pursuit of your mission. If you are successful, you reap some great reward which you can bring back to your tribe for all to enjoy.

Your Dreams

This is another topic we will talk about A LOT in this playbook and with your partner coach. Your Dream is your vision for who you want to become and what you want to experience in the world.

In the next section we will get into the details of The Dream.

4. Through perceptive observations

We are ALL yearning to be seen by someone who knows what they are looking at!

Your coach is going to observe you as you adventure together and share with you what they see in a judgment-free way!

We all have blind spots in our thoughts and actions because we can't see ourselves very clearly...a trusted outside observer can really accelerate our growth.

This is the way life is meant to be played; we are meant to co-create life with others.

5. And co-creative conversations

Talking together is a big part of how coaching happens.

The key in Life Coaching and Life Playing is to co-create a safe space for deep and provocative conversations.

This brings me to one of my favorite things to share with new Life Coaches and Players!

The ancient power of co-creation!

In the ancient Aramaic Language there was a power phrase: **Abera Ca Dabera** – It means: “I create as I speak”. You have probably heard of it being used in the context of a magic trick but it is much more practical than that! When two people are talking together in deep conversation with purpose, permission and presence – as happens in a Life Coaching relationship – it can take on a life all its own.

With your words you can speak your dream into existence and create the new version of YOU needed to fulfill your dream. This is the “magic” of co-creating that makes coaching such a powerful force in the world!

With focus and determination you can experience this transformational power as a Life Coach and Player!

The Global Life Coaching Movement... to FREE THE PEOPLE!

I want to take this co-creation idea one step further here and share with you that as a Life Coach you are part of a global movement of vital importance to the Human family.

We Free Each Other... The Global Life Coaching Movement

By signing on to become a Life Coach you are participating in one of the most important movements happening in the world today!

The movement is to free the people from the dehumanizing, traumatizing and demoralizing hierarchical control structures that are dominating life today like a bad virus.

The movement is to “RE-Humanize” the human family to be the connected, playful, FREE co-creators we were born to be.

While hierarchical controls aim to suppress Human Nature, Life Coaches play to unleash Human Nature. We are awesome!

I like to refer to us as “Rebels with a Cause”; even though I know that is a quirky cliché.

All around the world Professional Life Coaches as well as Coach-Approach leaders, managers and entrepreneurs are uplifting the Human Family – one person at a time - out of the dehumanizing Industrial Age of Control and into the Connected Age of Play by unleashing the Superpowers of Human Nature. (whew... that is a doozy of a sentence!)

Dehumanizing Hierarchical Control

The idea that the best way – or the only way - to organize human endeavor is through top-down control hierarchies is like a bad virus that has infected the Human Family; it started a few thousand years ago but it has really spread over the past 150 years. (We will explore this in detail in the Understanding Human Nature section of this Introduction)

The way I see it:

- Schools are all about controlling the human nature of children.
- Most religions are about controlling human nature
- Corporations are based on command – control - compliance
- And because of all this control everywhere... even families are often focused on controlling each other.

It's REALLY BAD... IT's traumatizing and dehumanizing.

Why do I say dehumanizing?

Because ... we HUMANS HATE being controlled. We do. We hate it. But yet somehow human systems based on control are everywhere.

What happens is, when a human is subjected to control everywhere they go, eventually they succumb to it... most do anyway – except for us rebels... they absorb it and pass it on.

In hierarchical control structures:

- Our dreams are squashed
- Our playfulness is shamed
- Our voices are silenced

Just look around at the anxiety, depression, addictions, all the supremacies (white, male, wealth, religious), the discord, the growing power of authoritarian political leaders and the pervasive mean spiritedness we see; It's EVERYWHERE. It's all caused by dehumanizing control hierarchies suppressing the goodness – the awesomeness – of Human Nature.

Controlled people, control people.

Hurt people, hurt people.

Life coaching is our way out of this mess.

Rather than trying to intervene or fix people, we can transcend the situation by uplifting people through Life Coaching!

Life Coaching is about freedom!

- Freedom to be your playful self and continue to grow and become a next version of you easily and naturally.
- Freedom to express ALL of who you are and contribute your value to others and enjoy the rewards.
- Freedom to pursue your own dream with a team of people who share your dream.
- Freedom to co-create belonging with people who enjoy ALL of YOU and who you are becoming and what you are contributing.
- Creative Freedom, Emotional Freedom, Lifestyle Freedom, Financial Freedom...

Life Coaching is also about CARING for others; and lifting them up.

Every person who “gets free” in this way then passes freedom on to everyone around them; co-creating a ripple effect of good.

A key point here is that we don't get free by struggling alone! Freedom is social. We only get free together... we must free each other by stopping the status quo habits of Industrial Control and sharing the rebellious joy of Connected Play and Co-Creation.

By playing together we can co-create a world that is GOOD for everyone; with no one left out.

Free people, free people!

I am super excited to have you on our team as a CoachVille Coach!!!

Understanding Play

Since coaching life is all about guiding another person who desires to play life better in some way, the next thing we need to explore is how we PLAY life.

This is a big topic for sure. For now we will talk about two main ideas:

- Playing for a BIG Dream
- Playful actions in pursuit of a Dream

Possibilities for your BIG Dream (and the Dreams you can Coach)

The first thing your partner coach is going to talk with you about (and you with your players as well) is your Dream; because going for your Dream is what playing life is all about. An important point here is that playing life with a Life Coach is MUCH different than going it alone. So I am encouraging you to think bigger than you might normally allow yourself to think.



Why Dream... rather than objectives or goals?

- Your Dream includes your imagination.
- Your Dream includes your vision.
- Your Dream includes your heart's desires.
- Your Dream includes how you want to contribute to life.
- Your Dream includes who you want to become.
- Your Dream includes the experiences you want to co-create.
- Your Dream includes the spirit of play.
- Your Dream includes a sense of wonder and mystery.

Often we don't think too much about our dreams, we just focus on what we can control by working alone. This is how we were trained to think in the Industrial Culture. (We will get to this in a moment) This approach tends to keep us pretty small; which is OK sometimes. But truly life can be MORE.

You may be very clear on your Dream and already in pursuit. Or you may be a little fuzzy about the details but just know you are ready for more. Wherever you find yourself now is the perfect place to start your adventure. The purpose of this little section is to spark your imagination for what your BIG Dream can be.

Our mantra is: The world is a playground. Let's Play Together.

Here is a "starter" list of the endeavors that people dream of playing better. This will spark your imagination for the many possibilities you have with your Inner Freedom Life Coach AND as an Inner Freedom Life Coach for your players!

Aspects of Life you can play better with a Life Coach

- small business ownership,
- career development & transition into something joyful & meaningful
- business growth through team play,
- leading a worthy cause

- growing a vibrant community or tribe
- spiritual quest through community participation,
- financial freedom through value creation,
- corporate management and/or leadership of a great team
- artistic expression and performance
- health and wellness through engagement
- personal growth through self-expression and participation (this includes co-creating relationships and partnerships)

How you will grow as you play for your dreams...

- You will express your superpowers, energy and creativity
- You will enjoy the company of people on your growing Dream Team
- You will grow your skills and capabilities
- You will experience personal transformation; to become, believe and belong
- You will grow in status within a community
- You will change your world or THE world in a positive way

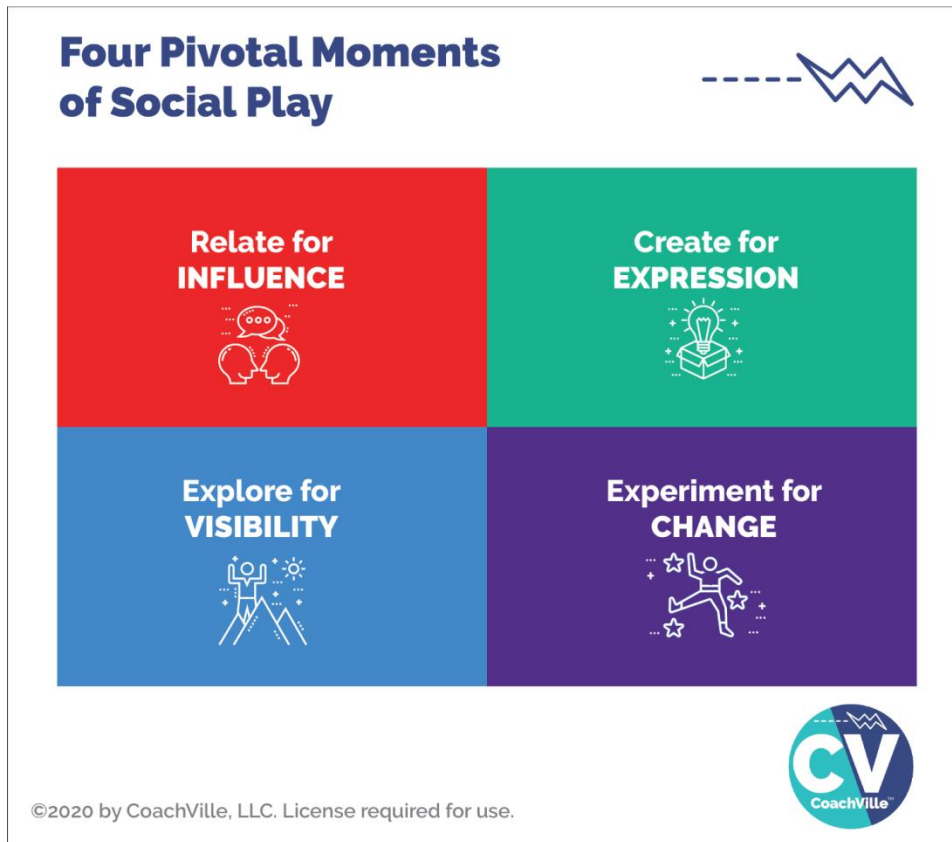
You will LOVE playing for a Dream that is engaging, supportive, challenging, purposeful and fulfilling.

The 4 ways to Play Life. The 4 things we desire!

A BIG difference between playing with a coach and working in isolation is well... a focus on play... specifically Social Play.

These are the four things EVERYONE playing big in the world wants more of; wants to do better or bigger in their own unique way to make a positive impact; to matter.

By adding activities in these four areas into your plan each week, your coach will be able to guide you toward the experiences you desire, the impact you desire and personal transformation AT THE SAME TIME!.



Here is an important insight to consider: **Anything that you cannot control but you can influence is an opportunity to play and play better with a coach!**

So I want you to wonder... to dream... of what you would do if you were able to increase your influence in the world around you.

These are the four essential activities of the Connected Age of Purpose.

We call them pivotal moments of social play.

- Relate, Create, Explore and Experiment
- A pivotal moment is a coach-able moment that you can improve through practice.
- Social play means that it involves co-creating the experience with one or more other people rather than completing a task in isolation; as was the norm in the Industrial Age of Control.

And here is another BIG point: Everyone has unique superpowers within them that can be unleashed to become AWESOME in each of these 4 types of social play.

The Four “Things” people playing life want more of...

Entrepreneurs, leaders of teams and organizations, people with a cause, people with an idea... anyone who aims to move beyond the status quo of life wants these four things:

- Influence

- Visibility
- Expression
- Change.

That means YOU!

Relate for Influence

Relate means talking to other people! This is pretty much what we do all the time in life. It becomes playful where there is an opportunity for positive influence like when you are asking someone to do something with you and they might say “yes”, but they might say “no”.

Create for Expression (AKA to Share)

Creating is when you make a thing or you design an experience that you aim to share with others; for examples: writing, recording, designing, planning. The sharing part is all about participation and contribution. This is very much in line with the “Life is Performance Art” concept.

Explore for Visibility (AKA to See and Be Seen)

Exploring is when you go into a new territory; you are stepping into the unknown (hopefully with a sense of wonder) It can be a physical place, a social media platform or even a new idea. You explore to see and experience new people and new places; and also to BE SEEN by new people.

Experiment for Change (AKA to Try New Ways)

Experimenting is any time you do something that you have not done before OR you do something that you have done in a new way. Often when we experiment we have an idea or a hope of what will happen but we don’t actually know. A key to success is to start with an intention, be open to new possibilities AND keep track of what happens; and most important is to not look at any outcome as a failure but as learning.

Hopefully you are getting energized about playing for your Dream!

The BIG Picture...

Coaching Superpowers are a collection of the transformational skills and techniques of Life Coaching where you practice pivotal moments of social play that lead to influence, visibility, expression and change!

You will experience this fully during the program and you just might be inspired to take a “coach and play” approach to many of your future pursuits in life!

The next step toward understanding playing for a dream is consider how YOU will play for your Dream!

Next I will share with you the PLAY mission for this program. Remember, you are both a player and a coach in every CoachVille program. Giving some thought and conversation to playing for your dream will prepare you to explore dreams and play plans with your potential players.

The Play Mission will repeat and rephrase some of the items from this section on Understanding Playing; this is intentional.

The Player version of this program is called: “Activate Your Superpowers”.

Also in this “Mission” are references to the CoachVille Gamecard... Power Up, Game Action and BIG Win. We do this to start getting this language into your awareness.

The Play Mission – Make a Play Plan for Your Dream

**“The world is a playground. Life is for PLAY”
- Coach Dave**

Outline

- 1) **Introduction:** You are on a mission to PLAY for your Dream by unleashing your Superpowers!
- 2) Let’s go deeper into **PLAY in the Connected Age:**
Influence, Visibility, Creative Expression and Change
- 3) **Power up:** Design your Superpower Play Plan Version 1 (examples provided)
- 4) **Game Action:** Share about your Dream and Superpower Play Plan with 3 members on your TEAM; family, friends, colleagues, clients...
- 5) **BIG WIN:** An enthusiastic “YES, I support you!” from someone on your team.
- 6) Find the fun!



Note: the Red, Blue and Green colors match the colors on the Gamecard.

1) Introduction: You are on a mission to PLAY for your DREAM by unleashing your Superpowers!

If you haven’t already...

[Listen to this audio about how to prepare to be a player](#) { Live link to Soundcloud

BIG Idea:

As a performing artist, or as a game player or an adventurer on a Quest, you live to express your unique abilities to co-create IMPACTFUL experiences every day; meaningful, provocative, joyful, growth experiences. To live this way we will transform the way you pursue your dream from a list of TASKs into a Play Plan that develops your unique abilities into Connected Age Superpowers to: relate, create, explore, experiment.

A few points to remember:

- You are both a player and a coach of life.
Growing as a player will accelerate your growth as a coach.
- As a Coach you are always leading by example!
Remember that coaching happens through Observation and Co-Creation. While you are observing your players, THEY are also observing YOU!

It’s YOUR Dream:

- What is your current Purpose / BIG DREAM?
- How/What would you LOVE to contribute to the world? (AKA your fellow humans)
- What are your Hearts Desires?
- What is the dream that you are playing for that is BIG enough to need a coach to play better?

These questions reveal your “mission” to PLAY BIG for your DREAM with a coach.

The IMPORTANT point here is that you DO NOT need perfect clarity. You just need a place to start. The details will reveal themselves while you are on the adventure.

Go for something that connects to your purpose so that it is meaningful and edgy; something that will inspire a combination of tenacity and vulnerability.

Places in your life you can look for a BIG Dream worth playing for:

- Boost your career,
- Build your business,
- Energize your relationships,
- Expand your network,
- Rejuvenate your health,
- Uplevel your environments
- Financial freedom (or stability, sustainability or independence)
- Spiritual quest
- Personal leadership
- Community leadership
- Artistic expression and performance

Be a GOOD Player

1) Choose something that you are DEFENITELY doing in your life right now. Do not choose something that you may not have time for on a given week.

2) Choose something that you have a desire to do better; **to get better results**.

3) Do NOT choose something that you are doing but wish you were not doing.

4) It can be something you are already doing; it does not have to be a new thing.

We PLAY LIFE:

Activate Your Superpowers Play Plan #		Date:
Your BIG Dream:	Your Focus this week:	Your Superpowers:
ACTIONS with the Spirit of Play Challenges / Superpowers / Results:		
Relate for INFLUENCE > Risk Rejection 		
Create for EXPRESSION > Risk Disappointment 		
Explore for VISIBILITY > Risk Trouble 		
Experiment for CHANGE > Risk Mistakes 		
Celebrations: 	Growth: 	

We will use the Pivotal Moments of Social Play framework to create a fun weekly play plan to get your Hearts Desires out into the world!

RELATE to be a positive **INFLUENCE** (also called Play for “YES”).

CREATE for self-**EXPRESSION** of things and experiences that you aim to **SHARE** with people.

EXPLORE for **VISIBILITY** with new people, groups and places to see and be seen.

EXPERIMENT for **CHANGE** by trying new ways of doing things.

Influence, Expression, Visibility and Change... these are the four experiences that we are all playing for in the Connected Age of Play.

As you think about your **PLAY MOVES**, consider that playing **BIG** means to express yourself and create results that contribute to the lives of others. It's not just about you doing something; it includes influencing or sharing with other people in some way.

Even if you are not 100% sure what your **PLAY MOVES** are, dive into play. You only need an inkling about where to start.

Plan-Play-Grow and the RACE Model

In the Coaching Superpowers program you will use the Plan-Play-Grow technique to create opportunities to play on the edge of your self-preservation zone; to play in the fear/growth zone and... the Superpower Zone!

You will learn later in the program why we use the term self-preservation zone rather than what is typically called the comfort zone.

You make a plan with your coach; You go out and play; Then you capture your growth.

When you take **ACTIONS** to create **RESULTS** that you really care about, you tap into your unique abilities – AKA Your Superpowers - in a powerful way. You express yourself more fully; even parts of yourself you may have forgotten about. You begin to see resources around you that you may have become blind to. Your Superpowers start to emerge. It is like magic.

You also face **CHALLENGES**! A challenge is anything that prevents you from getting the result that you desire when you take the action.

The **KEY** distinction is to embrace and enjoy the challenges because they make living your dream interesting and fun. Challenges call forth your Superpowers!

This leads us to **EVALUATION** and becoming a masterful player. Your evaluation is how you assess what you did in the face of the challenges. In a worthy dream you will face new challenges every day. By taking the time to assess, you can become a better player - a world-changer – by noticing where your Superpowers need additional practice and development.

Your Performance-Possibility Gap

Another way that we describe this is your Performance-Possibility Gap. As a player, you always look for the next level; for how you can play bigger and better.

Think about what a HUGE opportunity this is. **YOU PROBABLY ALREADY KNOW WHAT YOUR PLAY MOVES ARE!** The activities and results that if you played them with freedom, grace and energy every day – it could send your business / career / relationship into a state of awesomeness!

We are going to do this together! With the powerful assistance of your new Inner Freedom class partner and your Inner Freedom colleagues you will be able to take actions and get results that have eluded you in the past. Let's **DO IT!**

Together we will co-create transformation:

From: Working alone to check tasks off of a to-do list; then enjoy some entertainment.

TO: Playing with others by expressing your Superpowers to co-create rewarding experiences as you live your Dream every day.

Make sure your play moves involve other people! (I will say this a lot to counteract all the times you were told to do your own work and don't bother anyone)

A Superpower is energy or an ability that is practiced and refined until is it capable of BIG impact.

Your Superpower Dream will be focused on taking action with the intention to impact the world around you. In other words, something happens in the world as a “result” of your action.

The first step is to identify a few Play Moves that you can play with during the 6 (12) weeks of this program. This may be a radical new idea for you. There is a chart below to spark your imagination.

NOTE: The Coaching Superpowers program is 6 weeks. But many students do the Coaching Proficiencies program immediately following which extends the “play time” to 12 weeks.

Note 2: The Play Mission is the same for the Coaching Superpowers, Coaching Proficiencies, Advanced Communication and Play Life Programs; and very similar for the Inner Freedom Program. The World Power Program is a totally different animal.

2) Let's go deeper into PLAY: Relate, Create, Explore and Experiment

Now we take the idea of playing life and we make it **REAL** by doing it in your life every day. You start the adventure when you **CHOOSE** to play **BIG**. You choose activities where you will embrace some risk in pursuit of rewards. These are the activities where you can grow.

Choose Play Moves you can do at least a little bit most days. These activities will keep you on the edge of your preservation zone and give you lots of experiences to explore with your partner / coach.

Playing Life is about what you can accomplish in the world and discover within your Self by taking social actions with some social risk in pursuit of desired resulting impact or influence; AKA risk and reward.

Take fun actions for desired results.

Embrace social risks for social rewards.

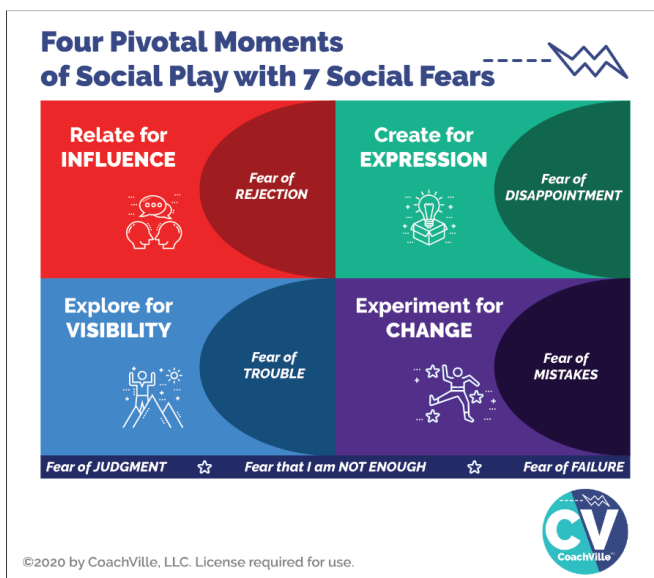
The examples provided are meant to spark your imagination for how YOU want to play for your dream right now.

There are 4 types of Play MOVES that we will focus on.

1) **RELATE for INFLUENCE:** (play for “YES”)

Here you take the relating action with the intention of producing a resulting positive influence on another.

You embrace the risk of rejection (and judgment).



<i>Relate for influence</i>	<i>Risk Rejection</i>
Enrollment and recruiting for your business: Connect with potential clients.	Play for “YES, I would LOVE to be your client!”
Enrollment and recruiting for your ideas: share with colleagues about something important to you in order to enlist their support.	Play for “YES, I will support you”.
Reach out to an influential person that you know to share about your dream and ask them to introduce you to a person or group.	Play for “YES, I will introduce you”.
ASK people involved with your company in any way - as employees, customers or advocates - to talk with you about THEIR vision for your company / cause.	Play for “YES”, I will talk with you contribute my ideas.

2) A “CREATE for EXPRESSION (Create to Share)

Here you take action to CREATE a “thing” or “experience” and then share what you have created to get the resulting engagement, participation or feedback.

It can also be expressing an ability that you have that you rarely if ever use.

Usually it is the “sharing part” that involves the risk disappointment (or failure).

The rewards are many including the joy of seeing that your “thing” had a positive impact and the feedback that you receive that helps you improve it for the next time.

<i>Create for expression (sharing a thing or an experience)</i>	<i>Risk Disappointment (and judgment)</i>
The self-expression/business skill of blogging/posting: write provocative posts that spark engagement.	Play for comments about the value of your article”.
Write a chunk of your book and ask for feedback from different readers.	Play for “YES, I would love to read it and give you feedback.”
Create a “beta” version of a program / product / experience / method and invite people to be a part of the “beta” group.	Play for “Yes” I will participate in it and share my feedback.
Organize a talk, “meetup”, zoom event or even a party.	Play for “YES, I will attend.”
A Personal challenge to do an action every day (for example: exercise in a unique way) and share the experience WITH a different person each time; or a rotation of a few people. (expand out from the typical “accountability partner”)	Play for “YES, I will participate with you.” AND they show up.

3) EXPLORE for VISIBILITY (to see and be seen)

Here the action is to venture out to meet new people, participate in new groups or visit new places where you might meet someone or be inspired. The desired result is that you connect with someone and co-create a positive experience.

The risk is that you can find trouble in an unknown place or group.

The reward is when a new relationship leads to a new possibility for your dream.

<i>Explore for visibility</i>	<i>Risk Trouble</i>
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The business skill of networking and follow up: attend networking events and make a follow up call to every person that you met. The magic is in the follow up.	Play for “YES, I want to know more about what you do.” OR “YES, I will recommend you to someone”.
Reach out to someone that was referred to you.	Play for “YES, I want to know more about what you do.”
Give a presentation to a group of people; either that you don’t know OR you know them but they don’t know about your dream.	Play for “YES, I want to know more about what you do.”
Engage with the posts of folks in a social media group... invite them to talk with you.	Play for “YES, I would love to talk with you.”
Visit a new place with the intention to meet someone by chance; or to get inspired by something you experience.	Play for “YES”, I will engage with you in this moment; then anything is possible.

4) **EXPERIMENT for CHANGE.** New activities and ideas

Experimenting is about using your imagination to try new actions. This can be doing an action that you have never done before; OR doing an action in a new way.

The desired result is that what you expect happens or something even better than you expect happens.

The risk is that you make a mistake or make a mess. Often you will experience a feeling of fear, doubt or uncertainty because of this risk.

The reward is that you discover a new way to do something that is really effective or that you learn something or get an even better idea. And you gain practice in judgment-free awareness.

<i>Experiment for Change</i>	<i>Risk Mistakes</i>
Pick an area of your life / business and look at all of the actions and results. Proactively think of a different way to do each thing.	Do it and observe what happens with judgment-free awareness.
Pick an area of your life / business and look at all of the actions and results. Proactively find a person / partner to co-create new ways with; (perhaps someone	Do it and observe what happens with judgment-free awareness / learn from each other.

3) **Power Up: Name your Dream, Potential Superpowers and Play Plan**

Play Power: Create version 1 of your compelling Dream and Superpower Play Plan; a pursuit that will energize your day every day and create LOTS of coach-able moments for you and your coaching partner. This Dream may last through the entire program or it may evolve into something else as you play it.



1) Come up with a fun name for your Dream.

Use just a few words to capture the idea with some ENERGY!

2) Identify a few Superpowers

Name a few abilities that you want to express and develop into Superpowers – aka ability to IMPACT others – while you play.

REMEMBER! It is OK if you feel that you don't know too much about your own Superpowers. That is normal. Just go with your intuition at this time. As you play for your Dream, WITH your coach, your unique abilities will emerge.

3) Start with your Action -> Result sequence..

Whatever it is, you are going to do it in a way that expresses your unique abilities AND requires participation with other people! Remember: a result is when something happens “in the world”; **the world is other people!**

Is it VITAL that you get really good and seeing action -> result sequences and experience many variations on these themes. IT will serve you SO WELL as a player, Coach and Coach Approach Leader!

4) Next, identify the Challenges.

The next aspect of your Play Plan is to anticipate the challenges that you will face in your pursuit of results. This is another vital playfulness skill: the ability to anticipate challenges and be inspired by them rather than stopped.

This is a shift from the Industrial Age where everything was organized so that there were no challenges AND so that you keep your unique abilities suppressed. Everything just moves along on the same routine day after day... UGH!

The truth is, you may only anticipate a fraction of the challenges that you will eventually face, but it is good practice to think about it before you play; then learn more AS you play.

For each challenge that you can imagine, imagine a superpower that you can develop to overcome the challenge.

5) Finally, prepare to Grow

This step will evolve and emerge a lot as you play the game.

Seeing your unique abilities, expressing them and developing them into Superpowers takes a LOT of practice, determination AND FEEDBACK!

At this point you think about your desired results, your actions and anticipated challenges and ask yourself: “How will I know how well I played at the end of the day of PLAY? What will I look at for feedback?”

Got it? OK, you are ready to play.

6) Update your game card.

Once you have your initial idea for your Dream Play Plan, update your game card!



A **POWER UP** is an activity where you listen, read or do an exercise and then share your insights and/or plans.



Play Mission 1: I just created a version 1 Play Plan for my BIG Dream. Here are the main elements...



WHAT TO SHARE: Share the name of your Superpower Dream, a few unique abilities that you aim to express and explore AND share a few items from your Play Plan. Share a few desired Results; a few Actions; a few Challenges and how you plan to Learn.

3) Game Action: Enlist support for your Superpower Dream

This is the Connected Age of Play. Your life is NOT a game of solitaire. Your DREAM involves becoming a positive influence in the lives of others... so you need to get other people on your team. AND you need to enlist their support and participation.

Also, you may need to make a few changes in your daily routine to make space for your play moves and that will require some support from the people in your life.

AND here is the other thing... sharing about your Superpower Dream - especially the results you are playing for - with your “team” is an essential leadership practice!

Your Team = family, friends, colleagues, advocates, customers & employees; ANYONE who shares your Dream is on your TEAM!

You can find your own words but it can be helpful to share it in the context of the Coaching program.



Example: **Say something like:** “I am participating in a program called Coaching Superpowers where we create a DREAM to do something with the Spirit of Play that develops our Superpowers in a way that benefits others. Can I share mine with you?”

Go for it! And share about each conversation you have on the game card whether they like your Superpower Dream or not!

Note: Trust us! We KNOW that sharing about this – especially your Dream and your desired Superpowers - with your team is a really BOLD move.



A **GAME ACTION** is an activity where you do something in the world and then share about what you did and what you learned.



Play Mission 1: I just shared about my BIG Dream and my Play Plan with someone on my team. Here is what happened and what I learned...



WHAT TO SHARE: Share about the experience you had sharing about your DREAM. How did you feel? What happened? What did you learn from the experience? REMEMBER: if you got a positive response, share about that on the **BIG WIN** tab.



POSSIBILITY!! Whenever possible, share a photo of you in action talking to someone on your team!

After you share in the Game Action area, a new item will pop up in the BIG WIN section. This is where you can share your results! This structure helps you settle in to the progression between actions and results which is different than completing tasks.

4) BIG WIN: “YES. I will support you.”

When someone on your team listens to you share about your BIG Dream and your play plan and expresses their desire to support you... THAT IS A BIG WIN. Relish it.



The big win is when you get an enthusiastic “Yes” to support you in playing your Superpower Dream, share about the experience on your game card.

So when this happens you will share in both the Game Action area AND the Big Win area for the same conversation.



A **BIG WIN** is when you get the desired result or experience from an action you take in the world. This is a BIG DEAL and we want to celebrate you!



Play Mission 1: *I just got an acknowledgement of support for my Superpower Dream from someone on my team! I am so grateful because...*



WHAT TO SHARE: *Share about the desired result or experience happening in your world. We want to celebrate you!*



POSSIBILITY!! Whenever possible, share a photo of you in action celebrating with someone on your team!

5) Find the Fun!

Making the dream your own!- When you play for a dream it is fun to customize it for your personal desires; then bring the spirit of play to the most important aspect of your dream.

Creativity is fun – Find a collection of fun ways to approach your dream. Challenge your mind to come up with a variety of fun alternatives – keep it fresh.

Collaboration is fun – Find ways to get other people involved with your major initiative. Playing with others is always more fun than playing solitaire and you tend to get better results as well (although it is more risky).

Transformations from worker to player

Industrial Work Mindset (the old way)...	Spirit of Play Mindset (the new way)...
Do what you are told to do.	It's YOUR Game. Define your own key initiative and have fun going after it.
Do your own work! Bunker in to work in solitude. If you ask for help from others that is cheating. (we all learned this lesson in Industrial Age School)	Humans are collaborative creatures. We are at our best when we engage others in our initiatives. People love to contribute, play along and give feedback.
Do it the same way every time to make it routine and eliminate mistakes	Routine is the enemy of your brain! Challenge your mind to find creative ways to approach your initiative in a new way every day.

Understanding Human Nature

The FEAR of Social Play

Now you might be thinking: “Yes, these social play actions and results are exactly what I want!

“But when I think about it:

- Asking for what I want or need is pretty hard for me.
- Sharing what I create can be a real struggle.
- I know I need to “get out there” and be more visible, but it’s not easy.
- Trying new things often feels too risky so I stick with what I always do.”

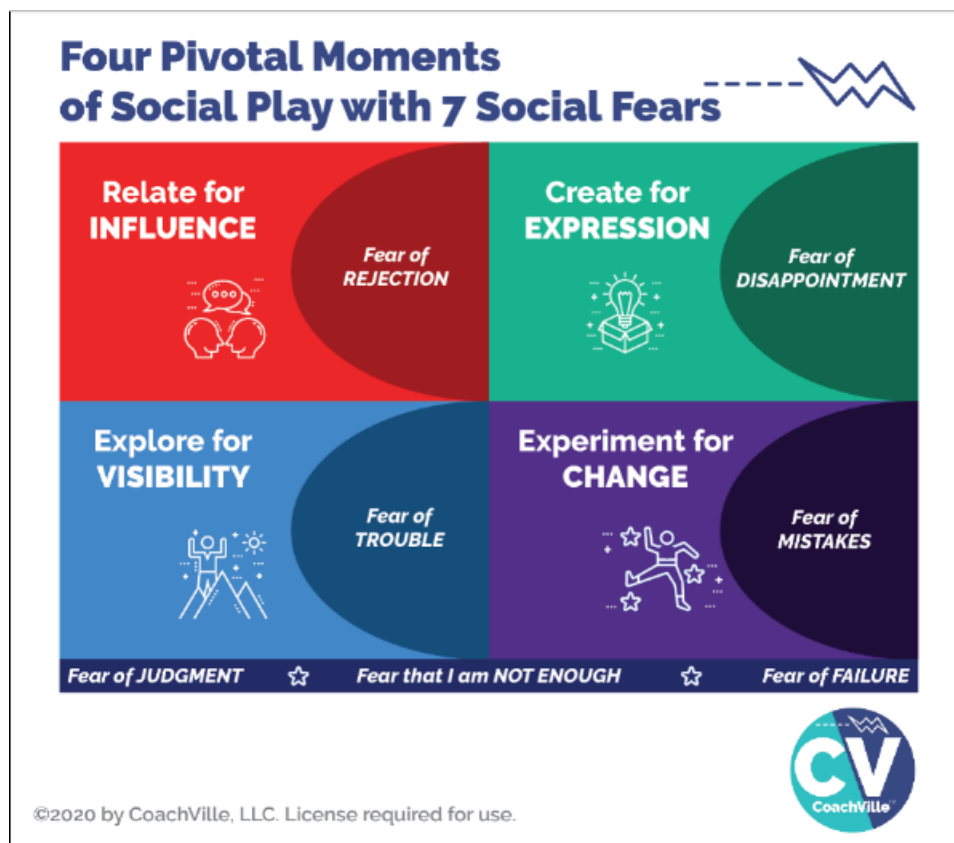
EXACTLY.

We touched on this briefly in the Play Mission. Let’s go a little deeper. This is a BIG part of what coaching is all about.

These feelings are the opposite of feeling like you have superpowers!

These four social play activities will bring up seven really intense FEARS!

As you explore these fears in your own life, you will become more capable as a Guide for your players on their journey.



While all of us with a BIG Dream to contribute our unique value and voice to others want these four experiences... we are all also navigating through these seven intense fears;

mostly on a non-conscious level and mostly with a variety of not-so-effective methods! (Hah! That is an understatement).

- Fear of Rejection
- Fear of Trouble
- Fear of Disappointment
- Fear of Mistakes
- Fear of Judgment
- Fear of Failure
- Fear that I am NOT ENOUGH (The “BIG Kahuna” Fear)

Relate for Influence = Fear of Rejection

To play for impact in the world – even with just a few people - you need to cultivate a high level of ease with approaching people and talking with them. And then you need to invite them to a next step. This is where the fear of rejection comes in. BIG TIME.

Create for Expression = Fear of Disappointment

Playing BIG for your dream will include creating and sharing experiences (or content) in a variety of forms. Also every time you have an opportunity to speak in front of people you are creating and sharing an experience. The fear that we might disappoint someone or BE disappointed by someone’s reaction to what we create can be a BIG block to creating and sharing.

Create and share is the essence of the idea that life can be played like performance art!

Explore for Visibility = Fear of Trouble

Exploring for visibility is often described as: “I need to get out there”. And for many people this is a BIG struggle; this is because the Fear of Trouble is VERY REAL.

In order to contribute your gifts to others you need to find people (customers, colleagues or partners) to participate in what you are creating. You need to “get out in the world” either physically or virtually.

The world of people is an amazing but potentially “dangerous” place; at least at an emotional level. The potential for trouble in the unknown is why most people stay where they are and spend their time with the same people. However, it is almost impossible to pursue your dream this way.

Experiment for Change = Fear of Mistakes

As coaches and entrepreneurs we are change-makers! But at the same time we are often crippled by the fear of mistakes.

This is a big remnant of the Industrial Age mindset that everything you need to do: a) there is a right way to do it b) you should be able to do it the right way every time and never make mistakes.

Of course this is nonsense! But the residue of this mindset from school and jobs keeps us locked into a perfection trap. This makes it sooo hard to experiment and find our unique way to do everything our Dream needs us to do.

Fear of Judgment ~ Fear of Failure ~ Fear that I am not enough

These fears are basically accumulations of the four fears of playfulness. They are deep artifacts of the Industrial Age of Control and they impact our thoughts and feelings in a profound way.

Here is a BIG idea: these social FEARS – and the beliefs that form around them - are not inherent to us, we absorb them from the culture through our life experiences.

If you aim to play for your Dream at a high level you need to embrace and explore these fears with profound curiosity. This is what I mean by explore your fears like a treasure map. The treasure is your playfulness and unique superpowers - for Influence, Visibility, Expression and Change - that are deep within you waiting to be activated.

BIG POINT regarding the power of coaching: it is almost impossible to explore social fear by playing alone. But together we can do it!

More about that in a few chapters.

So by playing with your Life Coach, who is a very capable guide of the Human Journey... out in the social world... through these intense fears... you can become very capable in expressing your Superpowers in Pivotal Moments of Social Play while in pursuit of your BIG Dreams.

YES!

That's why you are here with us.

The BIG question you might be wondering...

How / where did I get all of these fears?

How did I become so fearful of activities that seem so natural and essential?

This is the question of the century! (quite literally)

Let's talk about how this happened to all of us.

We were born to play but then we were trained to work.

I believe that the idea of playing life is the most natural, effective and joyful way to live. I also believe that the Human Spirit of Play is the most untapped resource in the world today. It has the power to transform lives, relationships, families, communities, businesses and the sustainability of life on the planet. Yeah... it's that BIG.

But all of us were trained in the Industrial Age to look at everything as work; as something that needs to be controlled. School was work, jobs and business are work, and we also work on our relationships and even our golf game! UGH!! In the Industrial Age you were trained to work in isolation rather than play in the world and co-create with others.

The essence of Industrial Age work is control.

The essence of Connected Age play is co-creation.

In his TED Talk Steve Kiel says that: “the opposite of play is not work. The opposite of play is depression”. Remember all those problems I mentioned at the beginning? They start when we stop playing. And we stop playing because we were made to feel shame for being playful at school, often at home and then at work.

What we are talking about here is our approach to life: we can work on it in an attempt to control it or we can play and co-create with it.

Hint: playing is more fun, less stressful and WAY more effective!!

Play is a better way!

The “Industrial Age” – which became mainstream around 1880 – made routine work the central theme and approach to life for most humans.

Many historians say that the Human focus on work and control began when humans started farming food and domesticating animals. At that point they became tied to the daily grind of working on the same plot of land every day. Whereas our hunter-gatherer ancestors lived every day as a free spirited adventure; albeit with additional risks.

But in 2010 something BIG happened... suddenly almost every human had a super computer in their hands and with it the ability to connect with anyone in the world in an instant. I call this the dawning of the Connected Age.

I believe that as the Connected Age unfolds there is an opportunity for playfulness to become the central theme and approach to life. We can restore the free-spirited playfulness that is our Human heritage and combine it with the security of well-organized shelter and food production that our ancestors lacked.

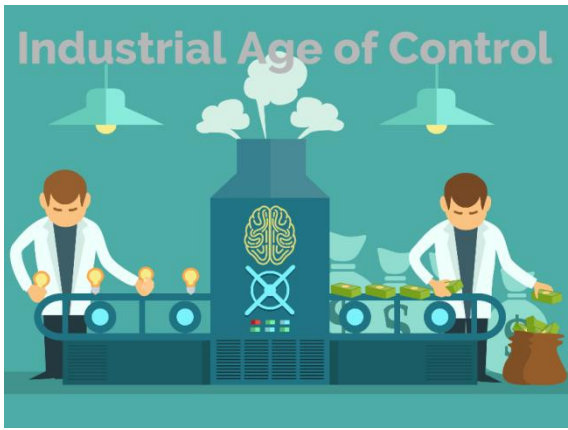
WOW! SO GOOD.

I made a little chart to help us go a little deeper and recognize the differences between The Industrial Age of Control and The Connected Age of Play.

The important thing to notice is how the Industrial Age of Control culture created a HUGE need for Life Coaching! And especially unleashing Superpowers.

{Chart starts on the next page}

The Transformation from Industrial Control to Connected Play

		
Time frame	1880 – ~2030	~2010 - ????
The Framework	Everything – schools, businesses, communities - is run by authoritarian control like a military operation.	Most things are run like a talented performance art or athletic team co-creating inspiring experiences.
The Approach	Innocent teachers, managers and business owners become unwitting henchmen for the dehumanizing top-down hierarchy. <i>The 3 C's</i> Command Tell them what to do Control Show them how to do it Compliance Make sure they do it right	Inspired Life Coaches and coach-approach teachers, entrepreneurs and leaders play to unleash the best of Human Nature. <i>The 3 B's</i> Become The urge to Become through play Believe The ability to Believe in a dream Belong The need to Belong with a dream team
The Power	In the “system”	In the YOUNique Superpowers of Individual Players in an uplifting environment
Where we learn	In School. Sitting silently at a desk memorizing the right answers working alone completing tasks preparing for the test	Life (and Online)... Learning from the world co-creating, sharing, connecting playing games with global friends pursuing the next level
Memes	Sit down, shut Up and do as you are told	Together we play better

	Do it right the first time or don't do it at all; Do your own work if you help your neighbor you are a cheater	After you fail, play again Feedback is the breakfast of champions Get to the next level We free each other
<i>You are a</i>	Worker / servant Consumer	Player Co-Creator / Investor
<i>You have a</i>	Job with a Manager / Boss (enjoyment unlikely)	Dream / Purpose with a Coach (enjoyment assumed)
<i>What you do</i>	Complete tasks Fix problems	Co-Create Results and Experiences Express Superpowers to add value
<i>Why?</i>	To earn a living	To live your dream and GROW
<i>The Feeling?</i>	Suppressed & Traumatized Dreams squashed Playfulness shamed Unique voice and power silenced	Rewarding and challenging experiences and opportunities to contribute make every day a fulfilling adventure
<i>The Path to Success...</i>	Do it right Don't make mistakes Fit in by being like the others Don't try to be special Mind your own business	Play big to make a difference Risk failure, learn fast and grow Find a place / group that embraces ALL of who YOU are Own your value.
<i>You buy...</i>	Things - More is better Things will make you happy (NOT) Entertainment to “get away” from meaningless or repetitive work	Things that inspire you and tools for creation; Experiences that expand your skills and awareness; Coaching to play better and pursue your Dream
<i>You aim to</i>	Save some money for retirement; then you can enjoy life.	Co-Create a freedom-filled lifestyle economic freedom creative freedom emotional freedom spiritual freedom location freedom

I know this chart paints a pretty bleak picture of our current culture in the left column. You may be an optimistic person and think: “it’s not that bad”. I understand. I am an optimistic – make the best of any situation – kind of person myself. However... for most

people in the world it IS bad. AND we have normalized it so that we have become numb to it. AND most importantly we have been taught that we are powerless to change it.

I have been a professional Life Coach for almost 25 years for over 1,000 amazing individuals. I can tell you: even folks who are optimistic, investing in themselves and aiming big are boxed in by social fears caused by a life of Hierarchical Control. They have no idea what their REAL powers are and their capacity to engage in social play activities is severely stunted.

Meanwhile, the situations we face as a human family demand that we stop “making the best of it” and start reclaiming our Human Superpowers to make change! Especially when we consider that most of the trauma, pain and suffering that is happening... we are doing it to each other without even being aware of it!

Together we can change the experience of life for the better... for everyone.

Let's talk about how we RE-Humanize.

Get Your Human Nature Back!

There are three Superpowers of Human Nature that you need to unleash in order to play BIG for your Dream: Become – Belong – Believe.

You saw the “3 B's” in the chart about the Connected Age of Play.

1) **The Urge to Become.** All humans have an inner urge to become the next version of themselves; to grow and expand. We become by playing. If we stop playing we stop becoming and stay the way we are.

2) **The Need to Belong.** This is the strongest of all human needs. It operates mostly on a non-conscious level and drives almost everything in the human experience. We Humans always seek belonging and status within the environment we are in.

3) **The Ability to Believe.** Humans are believers. The ability to believe is the catalyst of all human civilization.

All of our beliefs – about how life works, who we are and what is possible for us – come from navigating between our urge to become and our need to belong. In other words, we get our beliefs from our interactions with the world around us.

Some of our beliefs are conscious and we think and talk of them often. Most of our beliefs settle into a non-conscious level within us and have a non-stop profound impact of what we do and don't do on a moment-to-moment basis.

To create change we need to unleash all three Human Nature Superpowers!



- We need to **PLAY** to become the next version of ourselves.
- We need to find or create a new environment of profound belonging where we are supported and challenged to become the next version of ourselves; where we feel safe to be our Superpower selves!
- We need to believe in our own dream. Then we need to explore our beliefs and choose the ones that we need to uplevel in order to live our new dream.

This is where you **REALLY** need a great Life Coach! We are not meant to unleash our Superpowers alone.

Life Coaching Starts Here

When a player signs on with a Life Coach there is a purpose behind it.

They want to:

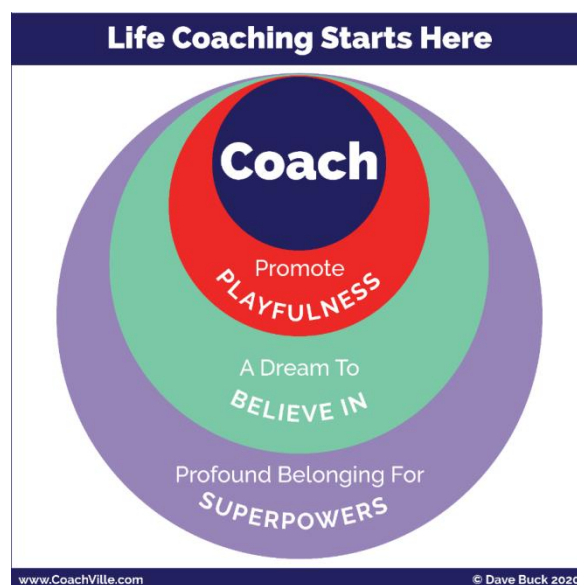
- Accomplish something
- Experience something
- Get better at something
- Change something

They probably don't think: "Oh, I need help unleashing my Human Nature Superpowers!"

LOL

True. However, to get that "something" they want, that is exactly what we need to do.

And not only will it energize the path to the "something", it will also open doors to amazing new possibilities!



In this little diagram called: "Life Coaching Starts Here" you will recognize the structure but the words have changed.

Promote Playfulness

The Urge to Become... Promote Playfulness

This is essential because coaching and playing go hand in glove since the purpose of coaching is playing better. So you will co-create ways for your player to **PLAY** life in pursuit of their dream.

A Dream to Believe In

The Ability to Believe... Believe in your Dream

Life coaching is about living our dreams! So you will focus in on what your player's dream is. Don't worry if it is not clear. You can start with even the smallest inkling and grow it into a **BIG** Dream.

Profound Belonging for Super YOU

The Need to Belong... co-create a place of profound belonging for YOU and your Superpowers.

You will start be creating a “safe space” – a judgment free space – for your player to express their dreams and practice being Super YOU!

As their confidence grows from your time you will begin to encourage your player to be Super YOU out into the world so they can find where they BELONG!

Our Fears Are a Treasure Map to Our Superpowers

I am addressing this section to you as a player... you will also guide this process as a coach.

This is a major theme of the Inner Freedom coaching program but it comes up often in all of our Coach Training programs.

Here is the BIG AWARENESS: Growing up in the Industrial Age of Control you absorbed A LOT OF SOCIAL FEAR!!!

And the ways we were taught to “deal with” our fears were misguided.
AKA The don’t work at all.

From: *Conquer Fear* Fear is a weakness that I must squash or overcome.

To: *Explore Fear* Fear is my friend that is trying to keep me safe.

This is a very different way to look at fear than what you are used to. In the Industrial Age the idea was to make everything a simple task where nothing would ever go wrong and everything was under control. In this life you only experience the fear of shame for doing something wrong; any other fear must be squashed immediately so you can carry on doing your work in isolation.

The thing is, life is not that simple. I refer to this Industrial Mindset as the “Delusion of Control”. When you start playing for your dream out in the world of people, you realize that you can’t control it (or them) and you WILL experience fear... A LOT!

Then in the 80’s and 90’s the “Self-Help” movement really took off and continues today. While there are some good ideas in there, there was a LOT of nonsense about how you need to conquer your fear. And you can do it yourself with a self-help program.

The problem with the self-help movement is that it is based in the Industrial Culture of Isolation and working alone; somehow with the right information you can do everything yourself.

My experience has been that we can’t get free of social fears by working alone... it is impossible. So these programs lead most people to deeper feelings of shame and despair.

Here is the clue: Humans are not meant to do great things alone!!! We are social animals. We are here to co-create life together.

So the key is to change your relationship to fear.

If you attempt to conquer fear, it will defeat your dream.

If you honor and befriend fear, it will guide you to it.

Here is the next BIG idea to consider that will be a recurring theme in your Life Coaching experience: In the Industrial Culture, the experiences you learned to fear the most were when you expressed your YOUnique power and playfulness.

What happened to most of us: We got in trouble for being ourselves!

Your fears aim to keep you out of “trouble” so the thing you fear the most is your own power!

These dehumanizing experiences put our power and playfulness into the shadows of our inner being. This is what we refer to as the treasure map.

I know this may sound strange, so I am asking you to trust me on this one and then be curious and open. We will explore this possibility all throughout the program. The good news is that your Inner Freedom Coach knows how to guide you on the treasure hunt!

So when you feel fear, DON'T FREAK OUT, and don't ignore it! Make a note about the situation and share it with your coach. Then the adventure continues.

The Treasure Map

I call it a treasure map because it is not a like a road map with easy-to-read signs. It is an adventure with lots of challenges and quirky clues.

TO Your Superpowers

*A Superpower = A unique ability that you can practice
until it is capable of making a BIG IMPACT on people or situations.*

Again, the key is to stay open and curious and your coach will guide you on the Inner Adventure to discover the power that is hiding behind that shadow of fear.

This includes the Human Nature Superpowers we have talked about a few times AND your YOUnique abilities that have gone missing because of dehumanizing Industrial Age trauma.

There is a lot more to YOU than you are aware of right now.

Activate Your Superpowers

As a player you are on the adventure to activate your Superpowers! Awesome. AND if you are like most people you don't have great clarity about what your Superpowers are. No worries. We have a list of 64



“Superpowers for Change” to spark your imagination.

Look it over and go with your gut to choose a few that seem to overlap these two criteria:

- Who is my Dream asking me to become?
- Do I feel this Superpower inside me?

Reality check

Most people that I have coached have had some awareness of a few things that they were good at. And some had an idea about their “strengths” or something similar from doing a self-assessment test. These inklings and readouts are really valuable.

But most had no idea about their Superpowers!

A superpower is a unique ability that you practice and refine until it is capable of BIG Impact on other people and/or situations.

As we will explore together later in this playbook, over the course of our lives often our Superpowers go into the shadows to hide until we are ready to embrace the risks involved with using them. NOW would be a good time.

The Super YOU page is something I created that is loosely based on the ancient I-Ching (Book of Changes). You have some of these but you may not be aware of them at the moment. It uses language that is “playful” and meant to spark your imagination.

Feel free to change words or combine a few of them to create the “superpower phrases” that really FEEL like YOU!

Your coach is going to ask you about your Superpowers in EVERY session. It is up to YOU to keep playing with these words and ideas to describe your unique power. Experiment! Explore. There is a version of YOU that you were born to be. Your dream is calling for that version of you right now.

The more you discover and activate your superpowers the more alive you will feel... and the greater ease you will experience in the act of co-creating your dream experiences.

AND it might feel pretty scary sometimes... we will get to that later.

MOST IMPORTANT: Have fun, use your imagination while you look over the list of energies and abilities and envision yourself possessing them and using them.

Note: This page is also in the Playsheet Pack. You will want to print it out and refer to it often.

{Superpower Playsheet on the Next Page}

What are your Superpowers for Play?



Imagine who your dream needs you to become. Choose one Superpower for each aspect of Play.



Relate for **INFLUENCE**



Explore for **VISIBILITY**



Create for **EXPRESSION**



Experiment for **CHANGE**

01 Creative Self-Expression
◆ Aligning with universal expansion

02 Receive Higher Guidance
◆ And all support

03 Implement the New
■ Using principles of organizing

04 Pursue Answers
▼ That create understanding

05 Trust Inner Timing
■ Attuned to the natural world

06 Maintain Emotional Balance
◀ In intimacy and conflict

07 Support Shared Interests
◆ The guide at their side

08 Trusted Agent for Creatives
■ Impresario of style

09 Attentive Focus
■ Fascinated by features

10 Empowered Self Love
◆ And appreciation of life

11 Espouse Ideas
▼ That promote harmony

12 Romantic Perception
■ For a better future

13 Listen with Acceptance
◆ Appreciate uniqueness

14 Excellence with Prosperity
■ Commitment to becoming skillful

15 Adaptable Magnetism
◆ Friends at all levels

16 Choose then Enthuse
■ Develop versatile skills

17 Debate Opinions
▼ For future well-being

18 Improve Integrity
▶ Review everything for flaws

19 Approach with Sensitivity
■ Inner drive to connect

20 Assured Presence
■ Anticipate the right moment to act

21 Take Charge Naturally
■ Authority for common good

22 Gracious with Emotions
◀ With beauty and affection

23 Express Complex Ideas Simply
■ Find what is essential

24 Inventive Thinking
▼ Review and rationalize

25 Innocent Trust
◆ Accept universal love

26 Accumulate Material Rewards
■ Artfully balance needs

27 Nourish Well-Being
■ In many forms

28 Play with Tenacity
▶ Meet life's challenges

29 Commit then Persevere
■ Never give up

30 Intense Desire
◀ With total engagement

31 Natural Influence
■ Provide guidance and instruction

32 Endure by Adapting
▶ Balance continuity and change

33 Mindful Narrator
■ After retreat and recharge

34 Great Power
■ Fueled by inner balance

35 Seek Experiences
■ Learn from everything

36 Resolve Crisis
◀ Ride the emotions

37 Develop Harmonic Friendships
◀ Community foundation

38 Inspired Fighter
■ For freedom and underdogs

39 Dynamic Activist
■ Embrace the world mirror

40 Accomplish Great Feats
■ With unshakable resolve

41 Imagine Fulfilling Experiences
■ Emptiness leads to fantasies

42 Respond and Complete Things
■ Enjoy growth as a benefit

43 Breakthrough Perceptions
▼ Assimilate new concepts

44 Build Teams and See Patterns
▶ Alert to instinctive clues

45 Tribal Leader
■ Provide wellbeing for your people

46 Love of Your Body
◆ Delight and determination

47 Figure Out How
▼ Transcend through transmuting fear

48 Depth of Natural Ability
▶ Keeping fresh becomes wisdom

49 Wise Rebel for New Principles
◀ Timing waves of change

50 Elevate Tribal Values
▶ Traditional or novel with merit

51 Act with Shocking Initiative
■ Arousing alternative possibilities

52 Gain Perspectives through Stillness
■ Show restraint

53 Initiate Experience
■ Pressure and desire to expand

54 Ambition to Advance
■ Independent when subordinate

55 Access to Spirit
◀ Emotional waves trigger creativity

56 Tell Meaningful Stories
■ Travel to find stimulation

57 Gentle Intuitive Clarity
▶ Vibrational sensitivity to truth

58 Joyous Vitality
■ The spark to engage with life

59 Penetrate Barriers to Intimacy
■ Establish union

60 Resourceful Facing Limitations
■ Practical magic

61 Inspired by Wonder
■ Search for a bigger "why"

62 Logically Organize Details
■ Precision planning

63 Inspired by Doubt
■ Critical perception and inquiry

64 Inspired by Possibilities
■ Seeking a perfect answer

*These 64 Superpowers are loosely based
on the I Ching (Book of Changes).*



Understanding How to Learn How to Life Coach... The CoachVille Way

To say that we think and feel deeply about the craft of coaching would be an understatement. HAH!! It's in our DNA as a company with the original mission to improve the quality of coaching worldwide. That was in the year 2000 and we are still focused on this profound and nuanced question: **how do we guide another person in pursuit of becoming a truly great Life Coach?**

It's not a question that you can definitively answer... like many awesome questions it is one that we live into rather than answer.

There are some fundamentals to the pursuit of getting good at anything – also known as the pursuit of mastery - that we utilize here at CV.

How to Learn How to Coach

Whoa! There is a lot to say about this topic. I will share just a few points for the purposes of helping you jump into the coaching class experience.

First, it takes over 100 hours of coaching for most people to go from novice to good; many more to go from good to great. This is a real conundrum because no one wants to be a “novice” coach for the person they are coaching; especially because often when we start out we are coaching someone we know!

This is where the Coaching Guides come in! By following the Guides you will co-create a good – sometimes even great – coaching session way before you are good at it!

Coaching is a performance art. It is a LOT like learning to play music. When you first start learning there is a LOT going on. You are learning how to make sounds with the instrument, you are learning the techniques of the instrument and you are learning how to read and understand music; then after a lot of practice you figure out how to put these three things together with your personal artistry to create music that expresses you in a meaningful way.

When you learn an instrument, your desire is to make music; you have heard other people play and it sounded so beautiful. But when you play, it doesn't sound like that! This is why there is music for new players that allows them to learn all of these things a few steps at time. And with a little practice they experience music that is fun to create and pleasing to listen to.

Following this metaphor, the Coaching Guides are like the “music for new coaches”. At the same time they are fun for experienced coaches who want to learn a new style of coaching.

Let's explore this metaphor a little closer. We will use learning to play the piano as a quick and relatable example.

On a personal note: my mom was a piano and voice coach and her music studio was right below my bedroom in our home. So I heard this process happening every weekday for over 10 years!! It works... and it is truly amazing how people can transform through coaching.

To learn how to perform music on the piano there are a few distinct steps. But we generally learn simultaneously.

1. Learn how to read the notes & chords on the paper
2. Learn how to make sounds on the instrument
3. Learn to practice and play a song
4. Learn how to perform a song for an audience

Learn to perform piano	Learn to coach
1a) Learn how to read the notes on the paper	1a) Learn the coaching skills / superpowers
1b) Learn how to read chords etc.	1b) Learn the coaching proficiencies
2) Learn how to make sounds on the instrument	2) Learn coaching techniques
3) Learn to practice and play a song	3) Learn the steps of the Method and how to follow a Coaching Guide to create a complete coaching session; practice with a partner.
4) Learn how to perform a song	4) Learn to co-create coaching sessions with a player

What most coach training programs do is steps 1a and 2; they skip steps 1b, 3 and 4.

This would be like teaching you how to read a sheet of sequential notes and play them on the piano (like the scales if you are familiar with music)
... then they say: “OK, go and make music for people!”

You would say: “WAIT! I don’t know any songs, how can I make music?”

The Coaching Guides are the songs.

Here is a sample of a Coaching Guide

COACHING PLAN

2) EXPLORE THE BIG DREAM

SAY: We started talking about your Big Dream in our exploratory conversation. Our coaching plan for today is to go deeper into it co-create the details of your BIG Dream.

ASK: Share with me (again) how you would describe your BIG Dream right now?

{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?

{Coach: listen. This is a question to find out about their purpose}

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

{Coach: This is a question to find out what they value; part of Becoming Super YOU}

A few notes about the Guides

There are headings for each section that follow a basic flow: Welcome & Celebration, Coaching Plan, Play Together, Growth Mode (Celebrate, Plan, Play, Grow)

You say the parts that start with ASK: or SAY:

The parts in {RED} offer instructions that are for you to read but not say.

NOTE: if you are color blind, the RED parts are always in {braces}

They will help you know what to listen for or offer a choice about where to go with the conversation.

How to practice and learn them deeply

1) The BEST way to practice is to read each coaching guide OUT LOUD several times. You need to get the feel of the words in your mouth, in your ears and in your brain. After a few read through's you will be able to follow the guide and put your attention on your player at the same time with ease!

2) Then in class you will practice with your coaching partner. This is your time to practice with another person. This time is for YOU to get the feel for the guide and how to observe another person as they respond to what you are exploring. This is your time to follow the Guide and NOT to worry too much about the special needs of your partner. They need to step up and be a player so that you can practice coaching.

3) Then the next step is to follow the Guides as you coach your practice players. Here you practice observing your player within the structure and content provided by the Coaching Guides.

Then... and this is the important part...

4) They will become a part of you and you will be able to perform them naturally.

5) Then... you will start to perform them with your own interpretations and styling (sort of like jazz piano)

6) You will create your own music; AKA coaching guides that you write for yourself that become your coaching methods!

Perceptive Observations

Another point about life coaching (actually ALL coaching) is that the MOST important thing that makes you good is the ability to observe your player at play and then share perceptive observations that help them gain awareness and play better. What the coaching guides allow you to do is take your mind off of figuring out what to talk about or what questions to ask and put it on listening deeply and observing your player.

Another aspect of the Coaching Guides is that they provide a pathway to “play jazz”; meaning they provide a basic structure that sounds good and then as your abilities improve you can improvise – add your personal flair and imagination – within the structure.

Practice bypassing your Industrial Mind!

A BIG thing most people need to UNLEARN when they start coaching is the Industrial Mindset pattern of looking for a problem to solve. Most people in a conversation have a desire to be helpful by looking for a problem that they can help solve with some advice. This is a habit you need to pay attention to and practice bypassing because coaching is NOT about solving problems; coaching is about playing better. Following the guides will really help with this! The Guides will coax you toward playing together to play better and away from Industrial Age problems and tasks.

What to do in a coaching session while learning how to coach

Follow the guide!!!

Coaching is a co-created experience between a coach and a player. It is a very distinct experience. However, it looks a lot like a “normal” conversation and when we converse we tend to fall into comfortable conversational patterns like: friend to friend; colleague to colleague; boss to employee; parent to child; counselor to “counselee” etc. It will take a little practice to avoid falling into other patterns while you are coaching. You will need to be both patient AND vigilant to BE the coach.

Two specific things new coaches need to avoid:

1) Being the fixer

A lot of folks get into coaching because they are good at solving problems or providing good advice. While there is a time for offering solutions to problems in a coaching relationship, for the most part you will need to hold back on that habit when you start coaching. Often the “quick fix” stops the flow playing together in search of the deeper growth opportunity.

2) Being the dutiful listener

A lot of folks get into coaching because they are good at empathetic listening as the other person tells a long story or “tale of woe”. While empathetic listening is an important coaching skill, you will need to learn to use “artful interrupting” to keep your player and your sessions focused on playing for their dream.

It is a very good idea to set a specific time frame for the coaching session. This can be anywhere from 30 minutes to one hour; 50 minutes is very common for professional coaching sessions, 30 minutes is common for coach approach leader sessions with a team

member. Some coaches like to do an extended session for the first session of a new “season” where you are clarifying the dream and desired experiences. In my coaching sessions I am usually hustling to try to complete the session within an hour because I get so into the experience I lose track of time. But I often have my next session with another player at the top of the next hour!

One thing that really frustrates people new to coaching “not knowing” what to talk about in a coaching session and this makes it very difficult to learn how to coach.

As explained above, we have solved this by providing clear Coaching Guides for your coaching conversations. These outlines will guide you and your player through a sequence of inquiries, this way you can focus your attention on two things:

- 1) Using the techniques you have studied and skills that you have developed. It is very effective.
- 2) OBSERVATION – you must cultivate your coaching presence which is the ability to put your attention on the other person and observe them on multiple levels while you are co-creating with them. Not worrying about how to orchestrate the whole conversation will allow you to practice this.

Follow the guides and you will co-create great coaching sessions with your players.

In this program you will begin or continue your journey toward talking like a coach. To make the journey easier we have developed the Plan-Play-Grow Technique for structuring coaching conversations. We use this technique in every CoachVille Class.

How to do a great coaching practice session

(In class with your partner or with your self-study buddy)

- 1) You will both get to be Coach and Player. So choose who will be the coach and who will be the player in the first session
- 2) Get RIGHT INTO the coaching – skip the traditional small talk
- 3) When you are the Coach - **Follow the Coaching Guide**

Ask the questions and then BE CURIOUS to clarify what your player is sharing. Focus your attention on deeply observing your player.

- 4) When you are the Player DO NOT READ GUIDE – just be real, be yourself; tap into your desire to play for your dream.

A few more points for when you are the coach:

- 1) The questions and exercises are a guide so you can focus on being the coach; rather than trying to think of what to ask or do next.
- 2) Follow the Guide! BUT don’t treat it as a task or a test to finish it all before you run out of time.

You can think of it like an actor performing in a play. When you observe it, it looks natural. You don’t think: “Oh, they are only reciting lines.”

Or you can think of it as a singer performing a song. They are creating an experience for you. You don't think: "Oh, they are only singing the notes on a page that someone else wrote".

3) As you talk with your player about each inquiry, 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 moments and then move to the next inquiry.

4) Stay on track and stay loose at the same time.

This takes some practice, but you will get it.

5) HOLD YOUR TONGUE if you feel the urge to tip or fix the situation!

Tipping is for waiters and waitresses - NOT coaches

Tipping - is when your player shares something about their situation and you think you have a good, quick solution....

"Did you ever try..."

There IS a time and place to share solutions and ideas. This will come when you are role playing or exploring pivotal moments together.

This is GREAT practice.

An important point for teleclass participation:

You WILL NOT have enough time to do the whole coaching guide during the practice time in class. Your instructor will advise you about which sections to focus on during in class practice.

Also, you will want to stick closely to the guide and avoid going too deep into any one inquiry. When you get into it you will see that it is possible to do a quick version or a deeper version of each Coaching Guide.

Do the quick version with your class partner; do the deep version with your players.

Also, if both you and your class partner can do it, meet up outside of class to finish the parts of the guide that you didn't get to while in class.

How to use the Play Sheets for taking notes

Activate Your Superpowers Session #2 Notes				Date: _____
The BIG Dream: _____				
Explore the Fear / Growth Zone				
CELEBRATIONS 	INSIGHTS 	ACTIONS AND RESULTS 		
SESSION FOCUS: PLAN, PLAY, GROW				
Results 	Actions 	Challenges 		
Impact 	Superpowers 	Spirit of Play 	Growth 	
 Growth Zone What did you learn... About playing for your dream?		 About yourself and your Superpowers?		
Play Plan: What are the actions / perspectives you will focus on?				

There is a PDF with the playsheets for the 12-week program. There is a unique sheet for each session.

Here is a quick overview of how to use these sheets for yourself and with your players.

In General

You do want to take a few notes during a coaching session... but not A LOT of notes.

You do NOT need to write down everything your player says like dictation; doing this detracts from your coaching presence.

It is a good idea to write a few keywords as the session goes along.

Weekly Playsheets

There is a sample on the right side of the previous page that has been miniaturized.

To facilitate this process we have created playsheets that follow the flow of each session with a place to write keywords. For each coaching session there is a 1-page playsheet that has a section for each part of the conversation.

I recommend that YOU recommend to your players to use these sheets for notes during the session. They too should focus on the conversation and take just a few keyword notes to facilitate the growth process.

The Adventure Log

This is a 1-page overview to track the 6-session adventure. There is a place to write the date and a few keywords from each session.

Use these to track the whole experience and to always know which session you are on with each player.

The Weekly Play Plan

These are for the player. You saw this sheet in the Player Mission. There is just one sheet that should be printed 6 copies.

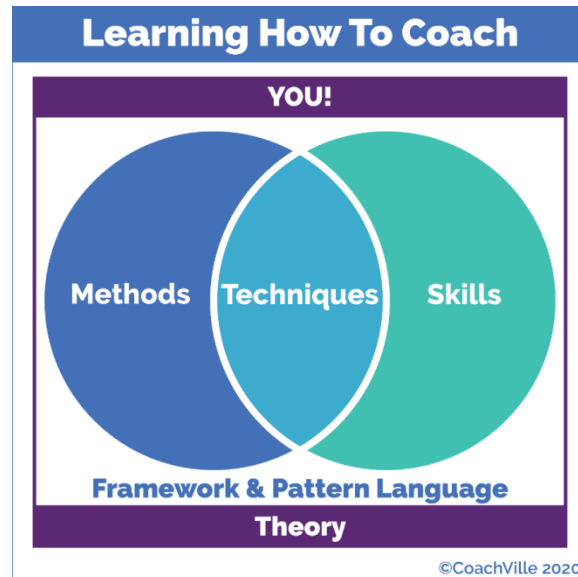
They are designed for the player to make a play plan for each week, use as a visual reminder of the plan and then make notes as these actions become “pivotal moments”; aka coach-able moments.

Understanding the Pursuit of Coaching Mastery

Theory, Framework, Pattern Language, Methods, Techniques, Skills and YOU

Before we get into the specifics of the pursuit of coaching mastery, here is a basic structure for the pursuit of mastery of anything. Knowing this will help you in two ways:

- 1) You will understand how we are guiding you here at CV.
- 2) You can use this to develop your own path to mastery in other areas of your life like your coaching specialty for example.



Theory

A **Theory** is why you approach an endeavor in a particular way.

Definition of Theory: *a coherent group of tested general propositions, commonly regarded as correct, that can be used as principles of explanation and prediction for a class of phenomena.*

- *dictionary.com*

Whether you are aware of it or not, all teaching of a craft, or a field of study, is based on a theory. Any time you choose to learn something from someone, you should ask them about their fundamental theory for what you are learning.

- If they can't tell you, then you should think twice about learning from them.
- If they do tell you, then it is wise to consider if you resonate with their theory.
- If you choose to teach something to others, make sure you can articulate your theory.

Framework

A framework is a basic structure of something. Often it is referred to as a container. Everything in the framework is based on the fundamental theory.

Pattern Language

A pattern language is a concept developed by iconic architect / philosopher Christopher Alexander. It is a collection of words and phrases - each that represent an experience or a concept - that can be used as a building block for something bigger. These words and phrases contain the essence of the thing they are used to build.

In our view of coaching the pattern language of coaching is infused with the spirit of play. And phrases like play plan, pivotal moment and superpowers contain the essence of the coaching experience.

Methods

A method is the sequence of activities and/or techniques; a step-by-step way of doing something to create a desired result on a consistent basis

Techniques

A technique is the body of specialized procedures used in a specific field.

Skills

A skill is a fundamental ability to perform a specific activity.

YOU

Are an individual with a unique combination qualities, awareness, life experiences, knowledge and lifestyle who will creatively apply the methods, techniques and skills of coaching to each player's unique dream and situation.

Next we will explore – VERY BRIEFLY – the CoachVille Coaching Theory, Framework, Methods, Techniques, Skills and your role in the coaching experience.

CoachVille Coaching Theory

A theory explains why you do something in a particular way. These elements of our theory set the stage for how we think about and teach coaching.

1. *The world is a playground.* All humans are born with the Spirit of Play. We are here to play together in pursuit of our individual and shared dreams. Any endeavor in life can be played as a quest, performance art or game.
2. *The coaching relationship is initiated by the player who has a Dream* – a vision – **to play better**, to accomplish something, engage in new experiences, develop abilities and / or become a new version of themselves.
3. *The purpose of coaching is to play together to play better;* also known as practice. To coach is to practice with someone (or team of people) **to guide** them to play better for a shared dream; to co-create the life experiences they desire.

Coaching is NOT an intervention for problems.

4. *Coaching is a co-created relationship between two people.* To coach someone you have to know them personally. To be a coach for someone you have to be willing to be known personally by them.

Coaching is NOT a detached, impersonal relationship (the 20th Century version of “professional”)

5. *There is a Superpower version of YOU.* There is a version of YOU – of all of us - that can emerge through the experience of playing BIG for your dream WITH a Life Coach at your side on the journey. A superpower is a unique ability that can be refined through practice until it is capable of creating a big impact on other people or situations. We all have superpower potential within us that we are not aware of until it

is called for by the challenges and growth opportunities presented by playing for our dreams.

6. *Transformational Life Coaching unleashes the superpowers of human nature:* While in pursuit of a BIG Dream the coach can guide the player to access the three superpowers of Human Nature: The Urge to Become, The Need to Belong and the Ability to Believe. Life coaching in this way is RE-Humanizing! While the Industrial Culture of hierarchical Control is DE-Humanizing.

You have seen this model a few times already in this Introduction. It is so important to understand that Life Coaching emphasizes these beautiful qualities of Human Nature and empowers each player to love these qualities within themselves.



CoachVille definition of Coaching:

You saw this at the beginning of this Introduction. Here is again to summarize our Coaching Theory:

Coaching is a profound personal relationship

Wherein the coach guides the player

In pursuit of playing better for their dreams

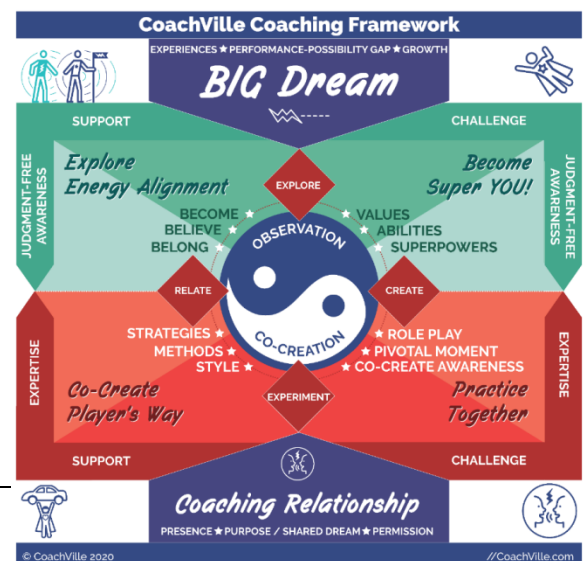
Through perceptive observations

And co-creative conversations

The CoachVille Coaching Framework

The field of Life Coaching is vast and dynamic. It needs to keep up with life which is moving fast and getting faster all the time.

As a result is it pretty challenging to create a container that can both hold it all AND be something that you can get your mind around. Ideally you want a container that helps you



understand what it is and how to do it at a high level.

Well, that is what we have tried to do with the CoachVille Coaching Framework. In the miniature picture of the model you can see that there are quite a few parts to it. But as you dive into it, it will help you understand what coaching is and how to get good at doing it. You will be able to pull out the component parts and expand your understanding of each one over time.

In the next section we will dive a bit deeper into the details.

Then in every CoachVille Coach Training program you will expand your understanding of the core elements.

The Language of Play = The Language of Coaching

The language of play is the natural language of coaching. In all CoachVille programs you will be introduced to Play Pattern Language.

A pattern language is a collection of terms that brings an experience to life. So for example the simple phrase “play better” would evoke a wide variety of thoughts, feelings and experiences. And while two people may have different experiences there would be enough common elements that each would understand what the other is saying.

Examples of terms in the play pattern language include: performance, strategy/approach, play plan, pivotal moment, desired results, skills, inner game, winning environment, practice and rest.

In addition, every playable endeavor has its own unique pattern language.

So playing business has language like: marketing, close the deal, deliver the service, customer satisfaction, referral marketing, key performance indicator etc. Each word or phrase has a life of its own – just thinking of “close the deal” can evoke a variety of memories and emotions.

Or the dream of a romantic partnership has a language all its own as well: Showing appreciation, eliminate blame, create intimacy, building trust etc.

As you learn to coach you will be using the language of the endeavor your player is pursuing, which you probably already know, and combining it with play language. The two BIG benefits of this are:

- a) People already know play language – even if they don’t currently speak it - so it will be a natural way to talk about coaching.
- b) Using play pattern language will bring about aliveness like nothing else! ENJOY IT.

CoachVille Coaching Methods

In our curriculum you will study 3 methods: Play Life, Inner Freedom and World Power. Play Life is the core coaching method. It contains small parts of both Inner Freedom and World Power which then each branch out into complete method.

Each CV Coaching Method is comprised of 9 steps.

Play Life Method

The Play Life Method is for re-learning how to tap into the Human Spirit of Play and the Urge to Become the next version of ourselves. You also learn how to play in the Connected Age which includes: relating for influence, creative self-expression, exploring for visibility and experimenting for change. Rather than an Industrial Life of completing tasks, you can co-create a connected life of meaningful and joyful experiences.

Inner Freedom Method

The Inner Freedom Method is for cultivating the freedom and capacity to choose new beliefs; ones that will serve you in pursuit of your dream. You also develop the freedom to choose when and how to play BIG and when to play safe. Another fun aspect of the experience is learning how to explore FEAR like a treasure map to our lost playfulness and unique superpowers.

World Power Method

The World Power Method is for learning to leverage the Need to Belong – the most powerful human need – by designing an environment that is PERFECT for you and your dream. You learn to see your pursuit as if you were an Olympic Athlete and then design your own personal “Olympic Academy”. The Method utilizes the 9 Environments of YOU model developed by Thomas Leonard.

Comprehensive Coaching Guides

A unique feature of every CoachVille Method is a sequence of comprehensive Coaching Guides. The methods are designed for a 12-week coaching engagement where the coach and player traverse a designed path together. Using the guides makes it possible for the Coach to provide a remarkable coaching experience for their players even while they are learning.

As an awesome bonus... these 12-week coaching engagements can become the foundation of a thriving coaching business.

CoachVille Coaching Skills

In our curriculum we have several programs that are focused on Skills. Coaching Superpowers, Coaching Proficiencies and Advanced Communication are skills programs. Mentor Group and Coaching Practicum are small group co-created learning experiences.

Coaching Superpowers <<{You are Here}

A superpower is the ability to do a skill in a way that impacts a situation or other people. The Coaching Superpowers are an uplifted version of the original ICF Core Competencies. (International Coaching Federation)

Coaching Proficiencies

A proficiency is how you do something in the best possible way; an advanced skill. The coaching proficiencies were developed by Thomas Leonard to explore the unique qualities of the coaching relationship.

Mentor Group

The Mentor Group program is an experiential guide to coaching skills where a small group gathers with a Certified Coach to explore real world coaching situations and Coaching Ethics scenarios.

Coaching Practicum

The Coaching Practicum is an evaluation based on the ICF Core Competency Markers. Each participant will coach a colleague for 30 minutes while being observed and then receiving feedback from a Certified Coach and peers in the Practicum.

Advanced Communication (The 5 15's)

The program is based on an inspired collection of 75 coaching communication skills created by Thomas Leonard. These concepts – also known as the 5 15's - point the way to coaching mastery. There are 15: Outcomes, Frameworks, Clarifiers, Communication Styles and Client Deliverables.

CoachVille Coaching Techniques

The purpose of a coaching session is for the player to grow and become more capable - able to play better – during the session. A player should expect this from a coaching session and then the player is able to go forward in pursuit of their dream with that co-created ability or awareness.

If you were a basketball player and you had a coaching session with a basketball coach you would expect to practice basketball.

If you were a singer and you had a coaching session with a vocal coach you would expect to practice singing.

As a Life Coach you need techniques to do with the player to practice life; or business or leadership etc.; activities of playing together and exploring new possibilities also known as Guided Practice.

The techniques of Life Coaching are activities that a coach can use with a player to co-create guided practice growth experiences; with an emphasis on co-create. These are not techniques you do TO someone. They are techniques you do WITH someone. This is why in the player playbooks we teach the player about the techniques; so that they can proactively participate in the experiences.

There are several such techniques that are essential to CoachVille coaching: Plan-Play-Grow, Role Play, Pivotal Moment, Co-Create Awareness and Intentional Co-Creation. These techniques are a common bond in all of our Coaching Skills and Coaching Methods courses.

Plan-Play-Grow

This is a multi-purpose technique that provides just the right amount of structure for each coaching session and each coaching relationship. The coach and player co-create a plan, then they play together in some way, then they capture the growth that occurred while playing.

The all-purpose formula for magic is a little bit of structure and a LOT of imagination. This is Life Coaching!

Role Play

This is how the coach creates a scenario where the player can practice a conversation that is important to them. This is where the coach plays the role of someone the player aims to have a conversation with; probably a “Relate for Influence” situation. The jumps in to play the role and provides just the right level of challenge for the player to experience growth. The coach also observes the player and then shares what they heard and felt; words and energy.

Pivotal Moment

This is a superpowerful technique where coach guides the player in a visualization experience where the player can practice an action in their imagination. And while in the experience notice any fear that may be blocking the natural flow of energy and activity. This technique also utilizes and body awareness and expands the players access to their inner wisdom.

Co-Create Awareness (Abera Ca Dabera)

This is probably the most fundamental of all Life Coaching techniques. The coach and player co-create a safe space for deep explorative conversations with curious questions, triplex (multi-level) listening and self-trust communication.

Conversations in this cycle lead to deep awareness for both the player and the coach. We also refer to it as the “Abera Ca Dabera” technique which means “I create as I speak” in the Aramaic Language. This is the power to speak new experiences into existence.

Intentional Co-Creation

This is an advanced version of the Pivotal Moment technique where the coach guides the player through a sequence of visualizations where they push their energy and vision into future experiences. This is a huge confidence booster!

YOU

Coaching is a personal relationship between a coach and a player. Coaching is not a “generic” service or relationship. YOU matter. The “YOU” that oozes out of you –

metaphorically speaking – has a HUGE impact on your players' experience of coaching. Remember... they are observing you as much as you are observing them. So you need to be prepared to bring “all of you” to every coaching session. The truth is it will happen even if you don't want it to!

Here is a vintage Thomas Leonard Venn Diagram...

{Diagram on the next page}



Who you are (Qualities)

Who you are is a combination of who you were born to be and who you have become through the challenges you have faced and the choices you have made.

Where you're at (Path of Development)

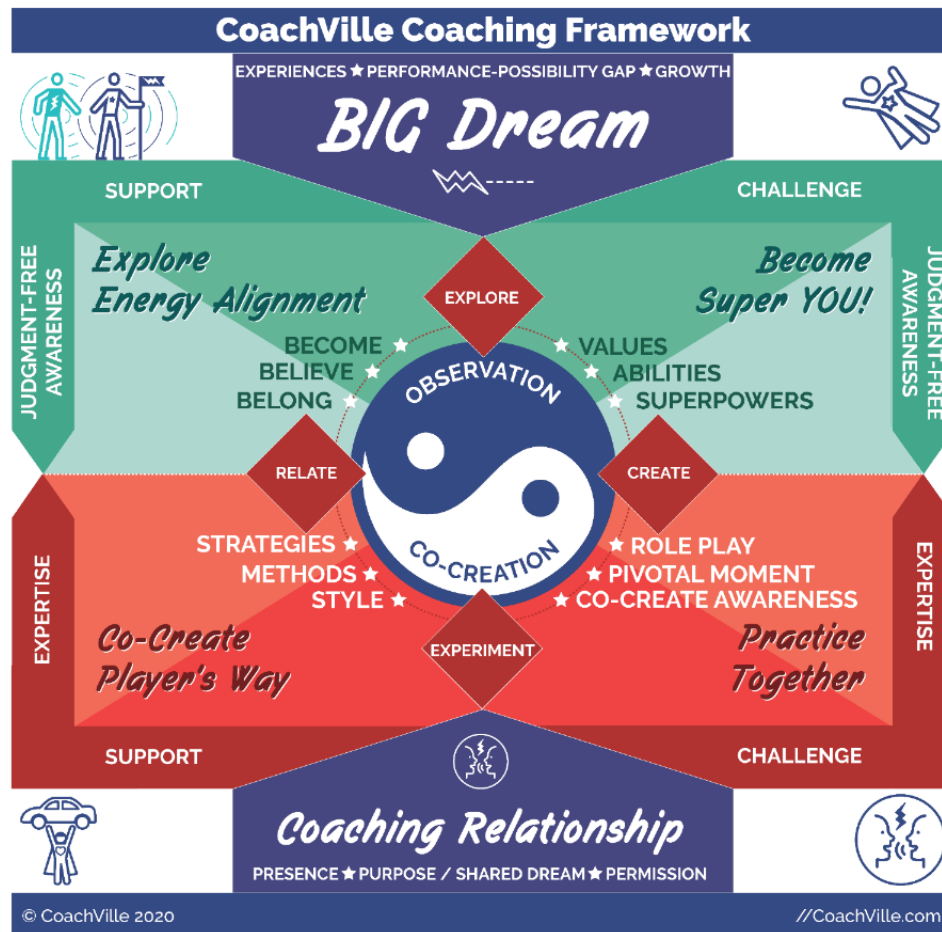
Where you're at refers to the accumulation of your experiences and knowledge.

How you live (Life, Lifestyle)

How you live is about how you see the world and how you express your uniqueness.

The CoachVille Coaching Framework

A framework is a structure or container for something. The CoachVille Coaching Framework has quite a few elements and key distinctions. I will give a quick overview of this framework here. Then as we move through the content of the program certain aspects of the framework will be illuminated in greater detail.



Observation ~ Co-Creation

The first thing to notice is the center which is the core of the coaching experience: the yin~yang type balance between **observation** and **co-creation**. This is the core of the coaching relationship!

This notion is super important for two reasons.

1) Coaching happens by practicing with someone and by observing and co-creating as you guide them toward playing better; also the player learns from the Coach by observing them.

2) We are ALL yearning to be seen... for who we really are... for the value we co-create with the world... by someone who can truly appreciate what we are doing.

This is what a great coach brings to the relationship!

The coach and player practice together. The coach observes the player and shares what they see and can offer alternatives. And the player observes the coach to learn new ways of playing. Along with observation there are life-changing co-creative conversations that lead to new awareness and bigger possibilities. It is a powerful form of balanced partnership. It is a magical experience that can lead to transformation.

Play Life: Relate, Create, Explore, Experiment

Next notice the 4 Red Diamonds that display the ways that we play life in the Connected Age: Relate, Create, Explore and Experiment. We have explored these already in this playbook and we will explore them in great detail in every CoachVille program. These are the fundamental activities of how we play just about anything in life and as such these are the activities we coach to play better.

The BIG DREAM

The players' BIG Dream is the catalyst for the coaching experience. We will talk about the BIG Dream in every coaching session; it is always the topic. The BIG Dream creates the players vision to play something better: this vision is the Performance-Possibility Gap. The player seeks out a coach to guide them in the navigation of this GAP. All coaching happens in this gap. The coach guides the player in pursuit of the dream for new experiences and opportunities for growth.

The Coaching Relationship

The coaching relationship is unique in the world of human relating. It is a co-created experience where both individuals are equal partners with different roles; no one is "in charge". The player is setting the destination with their dream, the coach guides the pursuit using their coaching abilities and any relevant knowledge of the quest.

The essential Three P's of the coaching relationship are noted here:

Purpose – the coach must share the players dream 100% with no reservations.

Permission – the player must choose the coach and the coach must choose the player. Coaching can only exist when the coach has permission to be the coach.

Presence – coaching presence is the somewhat magical essence of the relationship. The coach is "on the journey" with the player. The coach is present to practice with and observe the player. The coach hears what the player shares. The coach notices "things" that others don't see and shares them with the player.

The 2 Dynamics of the Framework

Support and Challenge

The coach is the ultimate supporter of the player providing encouragement and energy; we all need more support than we are getting! At the same time the coach must be able to challenge the player to grow in healthy ways. Most players are yearning for someone who can see them and show them places where they can grow. The true knack of coaching is being able to read the player and the situation and know which to provide – support or challenge - at any time.

Judgment-Free Awareness (JFA) and Expertise

Judgment-free awareness is the juice in the coaching relationship. It is the essential ingredient to providing a safe space to play, practice, experiment and explore new ways of being. We all need a place where we don't need to be perfect; where we can just BE.

Expertise is the sum total of your knowledge and experience; it is knowing ways to do things and ways to approach situations. While coaches don't need to be the expert all the time, the right bit of wisdom at the right moment can really make a difference. Also, expertise is really valuable when role playing together because it helps the coach co-create realistic scenarios for the player to practice.

A Life Coach provides a healthy blend of both JFA and expertise.

The 4 Quadrants of the Framework

Explore Energy Alignment

Become ~ Believe ~ Belong

Energy alignment is the secret sauce of Life Coaching. While plenty of attention is put on actions and skills, the more you coach you come to realize that they are just the visible tip of the iceberg; the real play in co-creating results in the world is Energy Play. Just like the bulk of the iceberg is unseen beneath the surface... the bulk of what makes things happen in the world is the unseen world of energy alignment.

When the energy is aligned, results just happen with ease and flow; when the energy is not aligned results come about only through lots of struggle and often not at all.

You will notice the 3 Superpowers of Human Nature: Become ~ Believe ~ Belong that are at the core of the Energy Alignment Game. Energy alignment happens by playing intentionally with these three forces of change. While in pursuit of BIG Dream experiences players will explore and express these forces of change within their lives. This is quite exhilarating and illuminating. As a coach you are guiding this process every step of the way.

Become Super YOU!

Values ~ Abilities ~ Superpowers

This is the “unleash your unique power” portion of the coaching experience!

You help your player clarify their values – what is important to them – as they hone in on the details of the BIG Dream.

Abilities include every skill and every area of knowledge and experience from the quirky to the practical.

A Superpower is an ability that is refined and practiced until it is capable of making a BIG impact on other people and situations.

The important point with all of these is that most people are not too aware of themselves. Often the Coach by observing can share with the player illuminating details.

Important! We are ALL yearning to be seen and known for who we really are.

One thing that accelerates and deepens this experience is frequency of contact. This is why we recommend that as a coach you connect with your players between coaching sessions in a way that suits your lifestyle.

Practice Together

Role Play ~ Pivotal Moment ~ Co-Create Awareness

This portion of the coaching framework is ALL about playing together while observing. Here I will elaborate on what was shared in the Coaching Techniques section earlier.

There are MANY Life Coaching techniques that are powerful for expanding abilities and awareness. In the Framework model we show three that are core to our Methods.

We put a lot of emphasis on role playing. This is how you guide your player to develop new relating skills. The reason is: our success in life comes down to our ability to relate for influence; which requires a lot of practice.

When you jump into these experiences as a coach you also get better as a player. As you play roles that your player needs to practice, you become more playful and resourceful as a coach and also as a player in life. In addition as you observe your players in both Role Play and Pivotal moment exercises you expand your observation abilities.

Doing a reverse role play is an awesome way to demonstrate a new way to do something. A reverse role play is when the coach plays the role of the player and the player plays the role of the person they want to approach. It can be really illuminating.

The Pivotal Moment technique is a game-changer... specifically the Energy Alignment Game! By identifying pivotal moments of play and then replaying and preplaying them it is possible to explore the energy to create breakthroughs in perception and awareness!

The Co-Create Awareness Technique is a core technique of Life Coaching. We also call this the Abera Ca Dabera technique. Abera Ca Dabera translates to: I create as I speak. It takes practice AND it is magical. The coach asks a provocative question, then provides a space of deep listening for the player. In this space of listening the player is able to say things they have never said before. The coach also shares what is coming to them through direct communication. When two people are listening and sharing in this space new awareness is co-created. With new awareness, new possibilities emerge.

Co-Create Player's Way

Strategies ~ Methods ~ Style

The bottom left of the coaching model refers to action; the “how” of playing better.

This is where you guide your player to create their own way of doing everything they want to do; and that their dream needs them to do.

A part of this includes showing your players YOUR way. But that is just a starting point for the player, NOT the end.

You need to help your player unleash their superpowers and then use them in a strategic way to co-create results in the world; a way that is perfect for them.

You will guide your player to express themselves fully, find their voice and develop the style for who they want to become. All of this is in service of guiding your player to develop their own methods and unique way of playing better for their dream.

While we are on the subject of methods, as a coach you have the Play Life Method! And your player has the Play Life Method too. This method is a robust way to approach any BIG Dream.

As you continue to coach you will develop your own coaching style and over time you will develop your own coaching methods as well.

The Coach Mission #1

Outline of the mission:

1) **The Exploratory Session Guide.** So you understand what this is about.

2) **Introduction:** You are on a mission!
The What, Who, Where and How of recruiting players.

3) **Power up:** Make your REACH OUT plan and DO IT!
(sample messages included in this playbook)

4) **Game Action:** Conduct exploratory conversations with your potential players

5) **BIG WIN:** A potential player says: “YES!”

6) Find the fun!

7) Sample Coaching Agreement to use with your players

1) Conversation Guide for the Exploratory Session

[Walk through audio with Coach Dave](#)

PRACTICE!!!



Read the conversation outline OUT LOUD a few times to get used to saying the statements and questions!

You don't "say" the numbered lines to the other person; **NOR the statements in RED.**

You only say to them the lines that start with **Say:** and **Ask:** .

{Coaching Guide starts on next page}

**** Exploratory Session with a Potential Player ****

WELCOME

1) INTRODUCTION

SAY: "Thanks so much for doing this exploratory conversation with me. I really appreciate you and I can't wait to see what we discover together. This conversation will take about 15 minutes.

ASK: Are you ready to go?

{Coach: wait for them to SAY: YES}

COACHING PLAN

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."

PLAY TOGETHER

2) DISCOVER THEIR DREAM

ASK: If you looked at your life / business / career as playing for your dream...What would you say your dream is right now?

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

You may want to ASK: "Anything else?" a few times to get to the deeper stuff.

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 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 (or 12 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.}

GROW

5) MOMENT OF CHOICE

{Coach: Here you have to choose! Do you have a good connection with them? 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 #5A. If not, skip to 5B.

If YOU are a “no”, skip to 5B.

PLAY PLAN (the days ahead)

5A) CONFIRM THE COMMITMENT

SAY: Excellent. I just want to confirm that you are committing to meet with me for about 30-45 minutes each week. If we can't do a session one week for some reason, we will try to 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 session on the calendar now.

AND... Session 2 may be closer to an hour because we are going to get into the details of how you are going to Play for your dream. So let's get that session on our calendars now as well.

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

6) ENDING

SAY: “Great! Talk to you soon”

5B) 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!

2) Introduction: You are on a mission!

The basic recruiting plan is to:

- 1) Identify where you will recruit your practice players.
- 2) Reach out to them and invite them to a brief exploratory conversation about coaching with you.
- 3) Send them the potential player exploratory session prep audio with Coach Dave <https://soundcloud.com/coachville/asp-00-player-prep-exploratory>
- 4) Conduct brief exploratory conversations.
- 5) Sign up your players.

NOTE: Even if you reach out to someone who wants to say “Yes” before having an exploratory conversation, we recommend that you have the exploratory conversation anyway. This is good practice and you can make sure that the relationship is set up for success.

To become a great coach you need to coach a lot of players! Coaches are ALWAYS looking for good players. Then they set out to help them become GREAT players.

To enjoy a successful class experience we recommend that you recruit 3 “practice” players specifically for the Coaching Superpowers program.

HINT: If you register for class early, it is a great idea to start this process before the class officially starts!

About game card badges: in all CoachVille classes, you earn points toward your Coaching Superpowers Badge through coaching activities and conversations. You earn points toward the Method Badges – Like the Play Life Badge for example – by applying the concepts in your own life.

A Quick Thought about Superpowers

There is a theme throughout this program about unleashing Superpowers.

A Superpower is an ability that is honed and refined until it is capable of BIG impact on others.

We use “unleash” to convey the awareness that most of us are only vaguely aware of our unique abilities AND the ones that we are aware of are often under-developed. This is where coaching – and the power of an outside observer – REALLY comes to light. As you guide your player to live into their dream you will encourage them to elicit the spirit of play, face challenges and explore new possibilities. During all of this YOU will be observing them so that you can bring awareness to their abilities AND guide them to develop them and express them in the world.

WHAT you are inviting them to do with you.

We are moving beyond the Industrial Age of Work into the Connected Age of Play. More and more people are waking up to a life of possibilities and yearning to play BIG unleashing their Superpowers to contribute to the lives of others in a creative and meaningful way. You have people around you who are ready to play BIG. They need a great coach to do that.

They need YOU to ask them to be your player.

- You are recruiting them for a 6 week coaching engagement.
IF you are following the Coaching Superpowers class with Coaching Proficiencies class, THEN you are recruiting them for a 12 week coaching engagement.
- Each week you will have a 1-1 conversation with each player.
- These conversations can be over the phone, face-to-face or via any other audio/video connection tool.
- Texting or messaging back and forth for 30 minutes will NOT match these requirements; BUT is an excellent supplement to talking together.
- 45-50 minutes is a good time frame for each session.
- We also recommend checking in with each player in between coaching conversations via email, text or whatever means both you and your player like to connect.

For each session, you will have a detailed Coaching Guide with questions to ask and ideas to share. You will practice each session with your class partner in class before doing it with your practice players.

What about the money?

If you are new to coaching then we recommend coaching your practice players “pro bono”. If you are a seasoned entrepreneur who is good at charging for things, then you are welcome to charge a fee. Using the Coaching Superpowers Coaching Guides, the value will absolutely be there even if you are brand new to coaching.

If you are a personal service provider adding coaching to your offerings, you may be able to charge your existing clients for coaching.

If you are an experienced coach, you can recruit paying players for this engagement or invite 3 existing players to do this with you. However, I recommend that you plan to coach 3 players specifically using the Coaching Superpowers Guides rather than blending it with what you are already doing. This will help you learn the Superpowers AND it will set you up to add 12-week Superpower Coaching engagements to your business model. SMART!!!!

WHO to Recruit

You honor someone when you offer to coach them. Think of it as the highest compliment.

Who do you know who is doing good things and seems poised to step into greatness? Who has great potential to be a difference-maker... a game-changer?

Who do you know who has the desire to play life at a higher level or live into a new Dream?

Having a coach is a choice people make when they have a dream to play BIG, perform at a higher level or step into a new possibility.

Think of people of all ages; of all levels! Don't only think of people younger than you are; or "lower" than you are on the "ladder". Life Coaching is NON-HIERARCHICAL!

Do **NOT** look at your existing connections and think: who has lots of problems and "needs a coach"? Coaching is NOT an intervention for problems! This is not to say that good players don't have any problems! Of course they do. However, while some people just seem to have problems, players have challenges that arise out of their DREAM to play BIG.

YOU do NOT need to be an expert in what the player is doing. Life coaching is powerful without specific subject matter experience. **IMPORTANT Note:** When you move into high-end professional coaching the best plan is to combine Life Coaching methods WITH subject matter experience.

Another thought...

Look for people who never really "fit in" to traditional structures where they needed to comply to do well. These folks could be poised for greatness in the Connected Age where curiosity, creativity and contribution are replacing command, control and compliance.

Where to recruit

This will depend on your situation. A little later in this playbook I will share with you some sample "REACH OUT" messages that you can use.

A) You are a manager / leader and you have a group of employees and colleagues from which to recruit your 3 players.

Extend a personal invitation to the people you want to coach.

IMPORTANT: When coaching folks who work for you, you must obtain express permission from THEM to coach them AND you will need the 30 minutes per week of established 1-1 coaching time.

B) You are already coaching or providing a professional service to clients.

In this case you have client pool from which you can recruit 3 players. If you want to recruit from your existing clients, you can offer them the opportunity to coach with you using a new format for 6 / 12 weekly coaching sessions. It will be important to let them choose to engage in this new approach with you.

C) You are an awesome person learning a new coaching method.

In this case you need to recruit 3 players from your network of friends, colleagues and social connections. You may have colleagues or friends who you can reach out to personally.

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 PLAY. Sometimes opening up to a bigger world can really spice things up nicely.

Important! Your CoachVille class colleagues do NOT qualify as practice players. The idea is for you to go boldly out in your community – geographical or virtual – and recruit players!

3) **Power Up: Play plan your recruiting mission and REACH OUT!**

- Read this guide with sample REACH OUT messages
- Make your plan to reach out to your potential players and invite them to talk with you.
- Do your reach out.
- Share about your approach on the game card.



Sample REACH OUT messages

Invite someone you know: “Hey Sally, I am participating in a 6(12)-week Life Coach Training program called Coaching Superpowers and I am recruiting 3 amazing people to be my players while I am in the program. Our aim will be for you to play for your dream by unleashing your Superpowers! We will have 6(12) weekly 30-minute coaching sessions while I am in the class. I think of you as someone playing big and I would love to set up an exploratory conversation to see if this is a fit for you. It is going to be great fun. Are you interested? Let me know.”

Example opportunity social media post: I am taking a Life Coach Training program with CoachVille called Coaching Superpowers. I am very excited about it! I am looking for 3 “players” for a 6(12) week pro bono coaching engagement. Each session will be approximately 30 minutes. This is a great opportunity if you are up to something big in your business, career or personal life that you would love to energize by unleashing your Superpowers. If this sounds like YOU please contact me so we can set up a brief exploratory conversation. It is going to be really fun and potentially life-changing. I only have 3 openings so please respond quickly!

If you know someone who might love this, please pass it on to them. Thanks!

Use these samples to craft something that sounds like you AND uses some of the Play Language.

Then send it out! Don’t wait for perfection.

Share on your Game Card



A **POWER UP** is an activity where you listen, read or do an exercise and then share your insights and/or plans.



Coach Mission #1:

I read the playbook and sent out my REACH OUT message to recruit 3 practice players for Coaching Superpowers. This is what I did...



WHAT TO SHARE: Share a few details about your REACH OUT plan. If you want, share the content of your reach out message. It may inspire one of your classmates.

4) **Game Action:** Recruiting conversations with potential players

- Practice! Read the conversation outline several times; read it out loud a few times
- Use it to talk with your potential players;
- play for “YES! I want you to be my coach!”
- Share about your experiences on the game card.
- HINT: Share about it even if you are they don’t say “Yes”.



Introducing the “Recruiting” Conversation

The next step of this mission is to have a brief exploratory conversation with each potential player. This is important because 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 dream they are playing for.

This exercise is powerful for your life as a leader as well as a coach. The best games in life are often a game of “ASK” where you are playing for influence and 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 relationship.

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 conversation 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? Do I support the dream they are playing for? 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.

Another note about Superpowers

In this conversation you will ask the player about their Superpowers. Remember that most people are NOT aware of their unique abilities nor how to express them in the world. This is where coaching comes in. The point of this question is to set the tone for the coaching engagement AND for you to start creating a baseline of awareness about the player.

After the conversation

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



A **GAME ACTION** is an activity where you do something in the world and then share about what you did and what you learned.



Coach Mission #1:

I just had an exploratory conversation with a potential player for Coaching Superpowers. This is what I experienced...



WHAT TO SHARE: Share a few details about your experience in the conversation. What did you learn?
REMEMBER: if you got a “YES” response share about that on the **BIG WIN** tab.

After you share about the exploratory conversation in the GAME ACTION tab, a BIG WIN item will pop onto your game card.

WHEN one of your potential players says: “Yes”, click through to the BIG WIN tab on the game card and share about that as well.

5) The **BIG WIN**: A potential player says: YES!"

This is something to celebrate!

Yes, it's OK to pump your fists in the air! I do it every time I sign up a new player. ;-)

Find someone in your physical space to give you a high five!



A **BIG WIN** is when you get the desired result or experience from an action you take in the world. This is a BIG DEAL and we want to celebrate you!



Coach Mission #1:

I just signed up a player for Coaching Superpowers! WOO HOO! This is why I am excited to coach this player...



Share

WHAT TO SHARE: Share a few details about your experience and why you are energized to coach them.



POSSIBILITY!! Whenever possible, share a photo of you in action celebrating with someone on your team!

6) Find the Fun!

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

Recognition is fun – People love to be seen and known for who they really are – A BIG Player in Life. This is what happens when you reveal their BIG DREAM in life and the

BIG Purpose they can pursue by playing rather than working. Being recruited is a form of recognition.

7) 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 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.

8) Sample Coaching Agreement

Feel free to use the text of this agreement completely or as a starting point for your basic coaching agreement. Also, there are two additional examples in your syllabus.

If you are jumping right into professional coaching – even if it is pro-bono – it is important to have an agreement.

If you are going to use your coaching skills as a Coach Approach Leader, preparing an agreement or not is up to you; The benefit is that it will let your player know that you are intentionally adding this new element to your relationship.

*** !! ***

Coach **YOUR NAME** – When Playing BIG is your ONLY Option! {Your Tag Line}

PLAYER / PLAYER COACHING AGREEMENT

Welcome as a player! I look forward to being your partner in creating the life you desire by playing BIG and winning on your own terms! I'm not big on rules – but here are a few things that honor the professional nature of our relationship.

PLAYER / PLAYER FEE POLICIES AND PROCEDURES

FEE: There is no fee for coaching while I am a student in the Coaching Superpowers class.

DEFINITION OF SERVICE

- a) CALLS: Our agreement includes weekly 30 minute conversations.
- b) Check in calls during the weeks in between our coaching sessions. These calls will be 5-10 minutes.
- c) Email: I am available by email for questions and “sharing”: news, insights, challenges, and accomplishments. I will typically reply to these communications within 24 hours,

though if my travel schedule has me out of the office for an extended period it may be a few days longer.

LENGTH OF AGREEMENT

Our agreement is for 6 weeks; with an option to continue if you want to continue on as my player for my next Coach Training class.

PROCEDURE

For our official coaching sessions I use a flexible schedule. We will set up our next appointment each time we talk. For our check-in calls call me when you have a few free minutes during the business day.

CHANGES

If you need to reschedule your session, please give me at least 24-hours notice. Occasionally I may need to reschedule and I will give you at least 24 hours notice as well. If an emergency occurs for either of us, we'll work around it and reschedule.

PROBLEMS

If I ever say or do something that upsets you or doesn't feel right please bring it up. I promise to be open to anything you need to say and I will do my best to make it right.

CONFIDENTIALITY

I recognize that certain information of a confidential nature may be shared during our sessions. I will not use this information for personal gain or disclose this information to anyone else without your specific approval.

THE NATURE OF THE RELATIONSHIP

Our coaching relationship is not to be considered psychological counseling or any type of therapy.

The MOST IMPORTANT THING

The most important thing is that you are ready to play and win the games of your life on your own terms. I cannot play the game for you. I will support you and challenge you in every way that I know. When you win, we both win.

<i>Coach Name</i> , Coach	Date	Name, Player / Player	Date
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*** !! ***

Coach Mission 2: Coach your players

Following the Coaching Guides, you will conduct a series of 6 coaching sessions with each of your players and then share about what you learn from each session. Each session with your practice player can be done in person or over the phone and should be for approximately 45-50 minutes.

Collect “Thanks Coach” notes from your players for bonus points!

Understanding the Coaching Superpowers

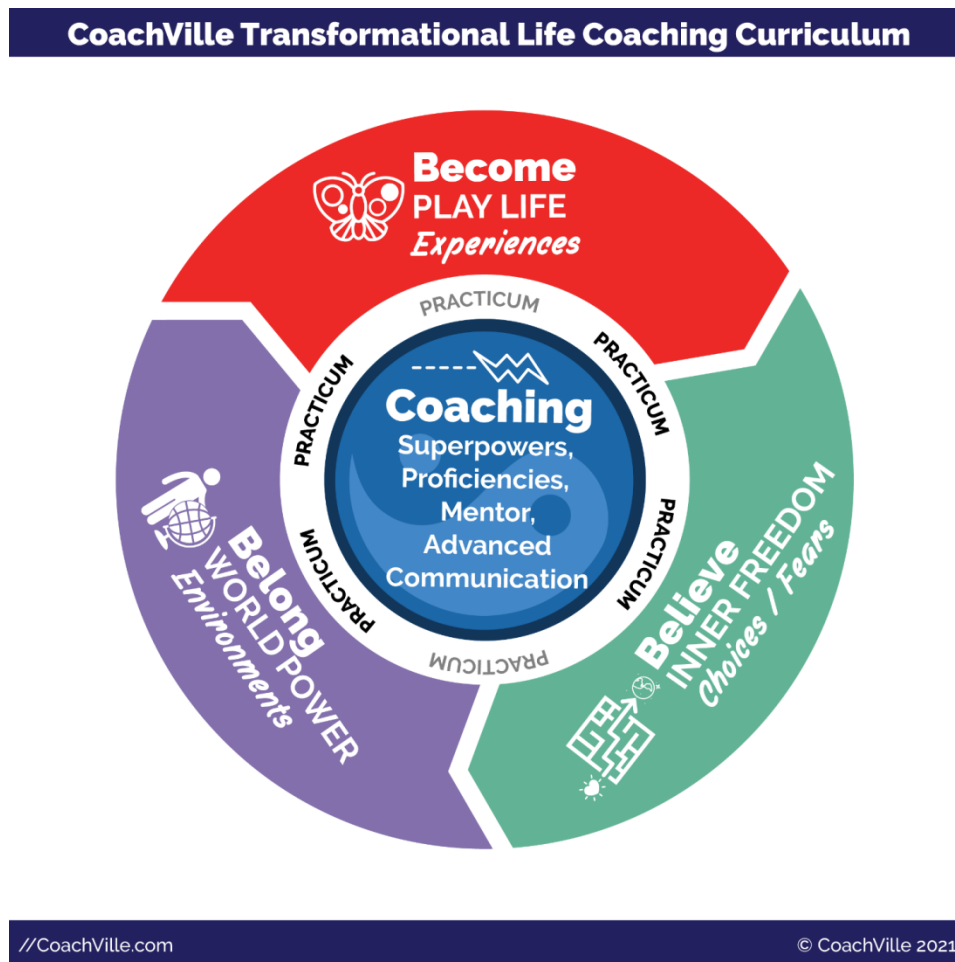
Your CoachVille Coaching Journey Begins (or continues)

Next step... Your BIG Dream! This is the way we start every program here at CV.

Before we get to chapter 1... 3 important things...

- 1) Declare Your Play Mission in the framework of your BIG Dream
- 2) **MOST IMPORTANT:** Your Coach Mission to recruit 3 practice players to coach with what you are learning while you are in the program.
- 3) A brief introduction to the Coaching Proficiencies

Where Coaching Proficiencies fits in the CoachVille Curriculum.



First we focus on the blue yin/yang symbol in the middle with the names of our Coaching Skills programs; listed in the preferred progression. In the skills classes include a strong focus on the Coaching Techniques as well. With the techniques and the skills to use them, the coach can co-create powerful coaching sessions.

Next we look at the outer circle where we see the three CoachVille Coaching Methods. The coaching methods are how the coach can provide a guided coaching experience over 12 sessions. The Methods classes make use of the skills and the techniques and weave them into a broader narrative for the player.

Each Method program focusses on one of the three Human Nature Superpowers; while each includes all of them because they are always playing together.

Play Life = The Urge to Become

Inner Freedom = The Ability to Believe

World Power = The Need to Belong

Then in the little white ring in the middle you see the Coaching Practicum. This is where you demonstrate your ability to coach using the techniques and skills that we practice in class and with your players. The Coaching Practicum is one of the most unique and awesome things that happens at CoachVille. We play, coach, and learn together as a community.

Quick Overview of the 16 Coaching Proficiencies



“The Coaching Proficiencies are the engine of the coaching process;
this is what the coach spends 90% of his/her time
doing during a typical coaching call.”

-Thomas Leonard

In this pyramid model, the 16 Coaching Proficiencies are in the italic font.

They are layered onto the 6 Coaching Themes and 10 Coaching Superpowers so that you can see the progression from the core skills to the more advanced skills.

Proficiency #1 Engages in Provocative Conversations

Coaching sessions are generally short. By hearing what the player is saying and not saying, by questioning what you hear, by asking the right questions, pressing for clarity, and by sharing what you know and how you feel, provocative conversations can occur within minutes, not months. Find out what it means to be provocative and how you can start being provocative with your players.

Proficiency #2 Reveals the Player to Themselves

The more aware anyone is, the better choices they can make for themselves. Part of what Certified Coaches do with players is to help them discover their gifts, talents, wants, values, needs and dreams, as well as come to understand what motivates and inspires them. The result? A well-informed player, quickly moving forward on their path of self-awareness. You will see what works and what does not when revealing the players to themselves.

Proficiency #3 Elicits Greatness

While it is true that few players come to a coach and specifically ask that we bring out and develop this greatness, this is what we do naturally when we ask the player to think and act bigger, and by challenging the player to continually raise their own bar and standards.

Proficiency #4 Enjoys the Player Immensely

How is enjoying the player a proficiency? Simple. Because when you enjoy the player in their entirety (including their upsides and downsides), high levels of trust naturally occur. And the benefit of that? Players naturally take more risks and move forward more quickly because they know you are totally there for them. When the coach is at this place with a player, the coaching is collaborative and light, not heavy. Find out how to enjoy your players immensely. We will roll play examples of what works and what to avoid.

Proficiency #5 Expands the Players' Best Efforts

One of the reasons players hire a coach is to support them to do more in a shorter period of time than they would do on their own. Hence, the coach acts as both a catalyst and accelerant. By supporting the player to do more than they have done or think that they are capable of doing, significant value is added. We will show you examples of how to expand the players best efforts and teach you when to know if you have gone too far.

Proficiency #6 Navigates Via Curiosity

The coach who is naturally curious can be well guided by that curiosity. After all, coaches are in the discovery business and how can you help the player find new and better ways of doing things, if you are not curious? And the real benefit of curiosity is that it leads to learning for both the coach and player. Find out what it looks like to navigate via curiosity, vs. the traditional method of navigating via interrogation.

Proficiency #7 Recognizes the Perfection In Every Situation

One way of looking at life is to believe that everything happens for a perfectly good reason, even if we cannot always see or know that reason within our own lifetime. The point here

is to look for and find how a player's event, problem, situation or trait is perfect, even if it is clearly not. Seeking to understand and recognizing perfection first, instead of offering tips, techniques and solutions as a knee-jerk reaction, is what you will do with this proficiency.

Proficiency #8 Hones In On What Is Most Important

Depending on the day, hour or even minute, what is most important to the player will change. Such is the nature of individuals in a high-growth phase of their lives. You will learn to recognize this moving target and be flexible enough to adjust the coaching to be effective in this new terrain.

Proficiency #9 Communicates Cleanly

This should be obvious, yes? After all, the cleaner the communication, the less that gets in the way of great coaching. That said, most of us have stuff in our communication style, which slows down the super-conductive nature of the coaching process. Masterful coaches have worked to clean up the stuff that can get in the way of effective coaching. What kind of stuff? Everything from biases, judgments, unmet needs, shoulds, coulds, to singularity, vicariousness, agendas, arrogance and fears. It can all be cleaned. Learn how to clean up your communication style.

Proficiency #10 Shares What Is There

Players rely on our observations, intuition and even our inklings to help move them forward in life. Hence, the more often, and easily, a coach can share what they see, feel and hear, the more value that can be created for that player. It is often the tiniest, most subtle inklings that can act as powerful beacons and catalysts to the player's life or business.

Proficiency #11 Champions the Player

The more often, and deeply, the coach champions their player at all levels (including their actions, progress, dreams, traits, commitments, gifts and qualities), the more encouraged the player feels and the more likely they are to succeed. For the coach to merely be encouraging is not enough; there is a much higher level of support generated when the coach operates at the championing level, which is where the Certified Coach operates.

Proficiency #12 Enters New Territories

The Certified Coach expands the player's thinking by weaving in new concepts, principles and distinctions during the coaching session, and also by inviting the player to experiment with new models, ways of doing things, and even to identify new goals or outcomes. Players do not usually ask the coach for this, but these are key ways that value is created for the player.

Proficiency #13 Relishes Truth

This may sound obvious, and it is deeper than that. After all, truth is a level above mere honesty, as in there is always a truth about a situation, person or event that, when discovered and articulated, can transform one's life or business. Certified Coaches have

come to enjoy and orient around truth as a source of joy and guidance. Learn how to start relishing truth with your players.

Proficiency #14 Designs Supportive Environments

Success, not to mention personal evolution, becomes sustainable when there are environments and failsafe structures that support it. After all, who wants to rely on fortitude and willpower to get things done or to develop oneself? Enter the Certified Coach who has been specifically trained in helping the player to design and install these environments.

Proficiency #15 Respects the Player's 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.

Proficiency #16 Plays First

Coaching is about playing a game better and winning on your own terms. As a Coach we must guide our players out of Industrial Mindset and “worker mentality where the focus is on completing tasks. Success in the 21st Century is about playing for results rather than completing tasks. “Plays First” activates the Humans Spirit of play and the qualities of creativity, resourcefulness and resilience.

Quick Introduction to the 6 Chapters

In each chapter, I will share with you the content from the Player Playbook for each session. This will prepare you to be a player AND a coach.

Each includes

- Important concepts
- A Coaching Technique
- An aspect of the Energy Alignment Game.
- The Notes Playsheet for the session; These notes sheets are structured to follow the flow of the Coaching Guide; so they give you an overview of the session.

Then I will share with you a few coaching notes to prepare you for the session.

And then...

You will find the content from Thomas Leonard for the Coaching Proficiencies that we will focus on in class.

Chapter 1) BIG Dreams
~ Elicit Greatness
For Class 1 of 6

“While it is true that few players come to a coach and specifically ask that we bring out and develop their greatness, this is what we do naturally when we ask the player to think and act bigger, and by challenging the player to continually raise their own bar and standards.”

-Thomas Leonard

“Life Coaches are the champions of dreams!”

-Coach Dave

1.1) Coaching Theme: Big Dreams

I have shared this in a few places in this book already: It all starts with a dream. It is the focus of the Energy Alignment Game and it is the starting point of the Coaching Framework.

The relationship between a coach and a player always starts with a shared dream. You can ONLY coach a person when you believe in their dream 100%. (99% except one little part is NOT acceptable)

Why Dreams? Rather than goals or objectives?

Goals and objectives are OK. They are a part of the coaching relationship. But they are not the starting point.

We start with the dream because dream evokes imagination, vision and the spirit of play. Dream taps into something bigger, deeper and more meaningful than a goal does.

When a player has a dream they envision themselves beyond who they are today AND beyond where they could reach with a logical progression of tasks.



A Big Dream also elicits the feeling of a hero's journey where the player knows that they are on an adventure that will challenge them to grow in many ways both planned and unexpected. Players expect that the pursuit of a dream will require them to go deeper into themselves than they ever have before to discover qualities, capabilities, resources and resourcefulness they did not realize they had.

In a dream you really don't know what will happen next. While moving toward a goal is typically an Industrial step-by-step process.

As we will explore in Chapter 2, the BIG Dream sets the stage for the Performance-Possibility Gap which the player will need to cross to become the player who can live the dream to fulfillment.

In this Chapter we will explore these proficiencies

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

***** From the Player Playbook: Energize Your Dream *****

1.2) Player Audio for Session #01

[Listen to this audio to prepare for Session 1.](#)

1.3) Coaching starts with your dream

All coaching begins when you have a BIG dream and choose a coach to guide you on the adventure. As the “player” you must have a vision to experience something beyond what you are doing today; you must have a desire to become the next version of YOU!

You may be very clear about your BIG Dream. However, if you are like most people, your dream starts out a bit “fuzzy”; mostly because our dreams were squashed by the Industrial Age Culture and it will take a while to revive it. If that is you, please don’t let that stop you. Start with whatever clarity you have and know that your dream can come into clarity over the next several weeks with your coach. AND it is absolutely OK to change your dream half way through the adventure.



Here are a few thoughts to help you hone in on your dream right now.

Focus on something that you CAN do right now. It is great if you also have a “some day” dream, but your coach can only guide you toward a dream you can pursue now.

If you have a “some day” dream that is not possible now, choose a “stepping stone” dream that will develop you in a way that moves you toward your “some day”.

Choose something that will pull you out into the world of other people; even if that is virtually rather than face-to-face. Something that you can do by working in isolation is not a BIG enough dream for playing with a coach.

Choose something that will ask you to GROW; something that will “ask” you to become the next version of YOU.

Also... ALWAYS remember that BIG means big for you; be careful about comparing yourself to other people. If your dream feels big for you... then it’s a BIG DREAM!

1.4) The Human Journey with a Coach

It used to be called the Hero’s Journey. But we believe that EVERY human can choose to live a hero’s life by playing for a BIG Dream to contribute to others by expressing their unique superpowers! So we call it the Human Journey.



The idea is that when you start the adventure you are in the Self-Preservation Zone and your Dream calls you out into the world. Two points I want to share with you here:

1) It’s NOT a straight path: In model you can see that the path from the Preservation Zone to the BIG Dream is not a straight path. You can expect a lot of moving ahead and then pulling back. Your adventure will have many side trails and speed bumps.

2) You will also notice the arrow that shows that once you become comfortable and capable in your BIG Dream, a new dream will come to your heart and a new adventure will begin! With a Life Coach, you don’t stay in one place very long!

OK! Let's take a walk through this model. It's super fun and explains A LOT about the coaching experience!

There is a “play safe” version of your life that is available to you now. In this life you preserve who you are and where you are. You avoid any social risks. This is how most people live. But this is NOT how you live when you have a Life Coach!

BIG DREAM

The outer ring is your BIG Dream! The adventure is to get your heart's desire out into the world. It is your heart is calling to you! (*Yoo Hooo... I'm out here*) This is where the experiences and results that you imagine happen with regularity. You are in the flow of life contributing your unique value to the world in a way that is fulfilling for you. The BIG Dream is the equivalent of the “call to adventure” in the Hero's Journey stories. To pursue your BIG Dream you will need to leave the safety of the Preservation Zone and pass through the FEAR/GROWTH zone and discover and develop your Superpowers that will be needed to fulfill the dream.

The Social Survival Imperative and the Preservation Zone

Next notice the Social Survival Imperative at the center. This force is like a magnet that pulls us toward **the Preservation Zone**. Here we aim to maintain the sense of belonging and status that we have in our current environment. We also seek to maintain the beliefs that are required by this environment. And finally, we limit our becoming through play to what can fit within the existing structure; which is usually not much!

The Social Survival Imperative – and the requisite need to maintain belonging – is by far the most powerful force in Human Nature.

Many personal growth programs refer to something called the “comfort zone”. It is a similar idea but I feel that the Preservation Zone is a better name for what is actually happening. First of all, many people are stuck preserving something that is not at all comfortable; yet they fight to preserve it just the same. Preservation Zone also takes away



the stigma of comfort zone that implies a person is weak or lazy. Self-preservation is a super strong survival instinct and is both essential and a respectable force to be reckoned with!

The Pull!

Notice The Pull! This is what we experience anytime we endeavor to pursue a big dream. The BIG Dream pulls us out and the Social Survival Imperative pulls us in. In the Hero's Journey stories this is called "refusal of the call". While in these stories this is a one-time event at the beginning of the story. In my experience of coaching people in pursuit of a BIG DREAM this is an EVERY DAY EXPERIENCE! Hah! It is often a many times every day experience.

The Performance-Possibility Gap:

Notice the Performance Possibility Gap (in the upper right). This is the gap between the sum total of who you are and what you can do now AND who you must become to fulfill your dream. You have a vision of yourself playing life at a higher level of impact. This is a good thing!

This is the essential coaching element. When a person has a BIG Dream it includes a vision of themselves having new experiences and doing new activities or doing them in a bigger and better way than they can do them now. Anyone who goes after a BIG Dream knows that there is a gap that they will need to cross. Crossing this Gap from the current ability and situation to the vision is what coaching is all about.

The FEAR/GROWTH Zone:

The Growth/Fear Zone is the unknown. This is where you will face challenges that you cannot overcome as the current version of you. You will need to become the next version of you, uplevel your beliefs and establish a new environment of belonging. This is where you face social risks in pursuit of social rewards. In the Fear/Growth Zone you see the 3 B's of Human Nature: Become, Believe, Belong that we explored in the Introduction.

Fear is a fundamental Human experience. It's purpose is to keep us safe. Fear is a feeling in the body that reminds us that in the past while doing something similar something "bad" happened. The fear comes up as a bad feeling to steer us away from the situation or action. Whenever you pursue a course of action that is beyond what you are doing now, you will experience fear on a regular basis.

The BIG insight is to realize that all of your fears were absorbed from your environments. And many of your fears are social fears about expressing your playfulness and unique power. So, if you explore the fears they can lead you back to your playful powers.

This is why we call this the FEAR/GROWTH zone. An essential experience of playing for a dream is growing into the next version of you and the next level of your ability and power.

A BIG key to coaching is this: since most of our fears were absorbed in social situations it is essential that we explore our fears in the company of a trusted guide. It is almost impossible overcome social fears by facing them alone. This is why all Hero's journey stories include a guide... and why all modern day hero's need a Life Coach!

The Superpower Zone

The Superpower Zone is where you discover the powers and playfulness within you that have been hidden in the shadows that you will NEED to live your dream. You have Superpowers for influence, expression, visibility and change that you have not yet tapped into. OR you may be using them, but now you are being called to raise your level of mastery.

By walking with a coach through the zone of fear/growth you will obtain many clues about your unique powers that have become hidden over time. Any time you contemplate a new action your body will buzz if the action resembles a troubling experience from earlier in life. Exploring these pivotal moments with a coach using the Pivotal Moment Technique will often reveal the expression of power that is connected to the troublesome event. BAM! You now have awareness of a lost unique power!! AWESOME!

With this awareness you can reclaim your power and use it to fulfill your BIG Dream

1.5) *There is more to life than meets the eye!*

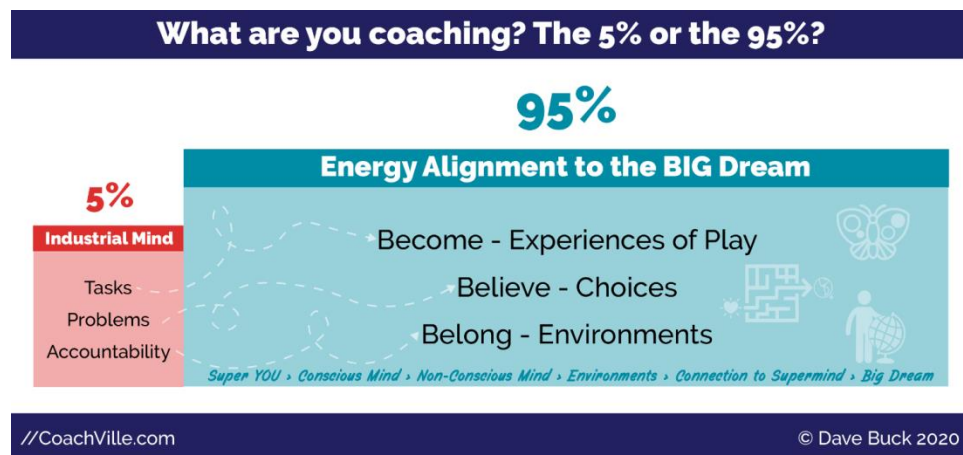
Another way of saying this is: there is more to life than what we can control.

A LOT MORE!

This is a BIG idea that I want to share with you to give you the bigger picture of Life Coaching and playing for your dreams.

We call it “Energy”; or Energy Alignment.

Here is a little diagram to show the elevation of Life Coaching from the Industrial Mindset focus on Control to the Connected Play mindset focus on playing with energy.



Life Coaching has come a LONG way in the past 25 years... and at CoachVille we have been a really big part of that evolution.

In the early days of Life Coaching – in the 1990's – we were greatly influenced by the culture of the Industrial Age. So as a result Life Coaching got tangled up in concepts like tasks, problems and accountability.

But in the grand scheme of life, completing tasks, fixing problems and holding accountability is only a small fraction of what it takes to live a joyful life of freedom and co-creation!

You may have wondered:
Why is the life I imagine so difficult to realize?

The answer is: The energy is not aligned!

And most Industrial Age “success” training ignores Energy Alignment.

One way of thinking about this is in concepts you already recognize: attitude, intuition, attraction and synchronicity.

Energy Alignment makes these ideas very practical while adding the sense of mystery and wonder.

Your Life Coach will be focused on guiding you to your BIG Dream through:

- becoming the next version of you through playful practice and the freedom to BE your powerful self,
- upleveling your non-conscious beliefs and choices and exploring your fears of your own power
- leveraging the need to belong by upgrading your environments to embrace your power.

When you develop in these areas you seem to make the right moves at the right time without a lot of wasted effort. And good things and opportunities just seem to come to you.

Yes, here we see yet another variation on the Become – Believe – Belong theme. It’s everywhere because your awesome Human Nature Superpowers are everywhere!

The idea is to play for your dream and live in the flow of energy RATHER than holding you accountable for an endless list of tasks and problems.

WOOO HOOOOO!

1.6) The Energy Alignment Game Overview

Let’s explore Energy Alignment a little deeper because it is woven throughout the Life Coaching Experience.

I am going to share with you the picture and a brief overview to energize you and spark your curiosity. We will go into each of the elements as we move along on our adventure together. (Something to look forward to ;-)

You don’t need to “worry” about understanding this; it will happen naturally as your coach guides you to Activate Your Superpowers.

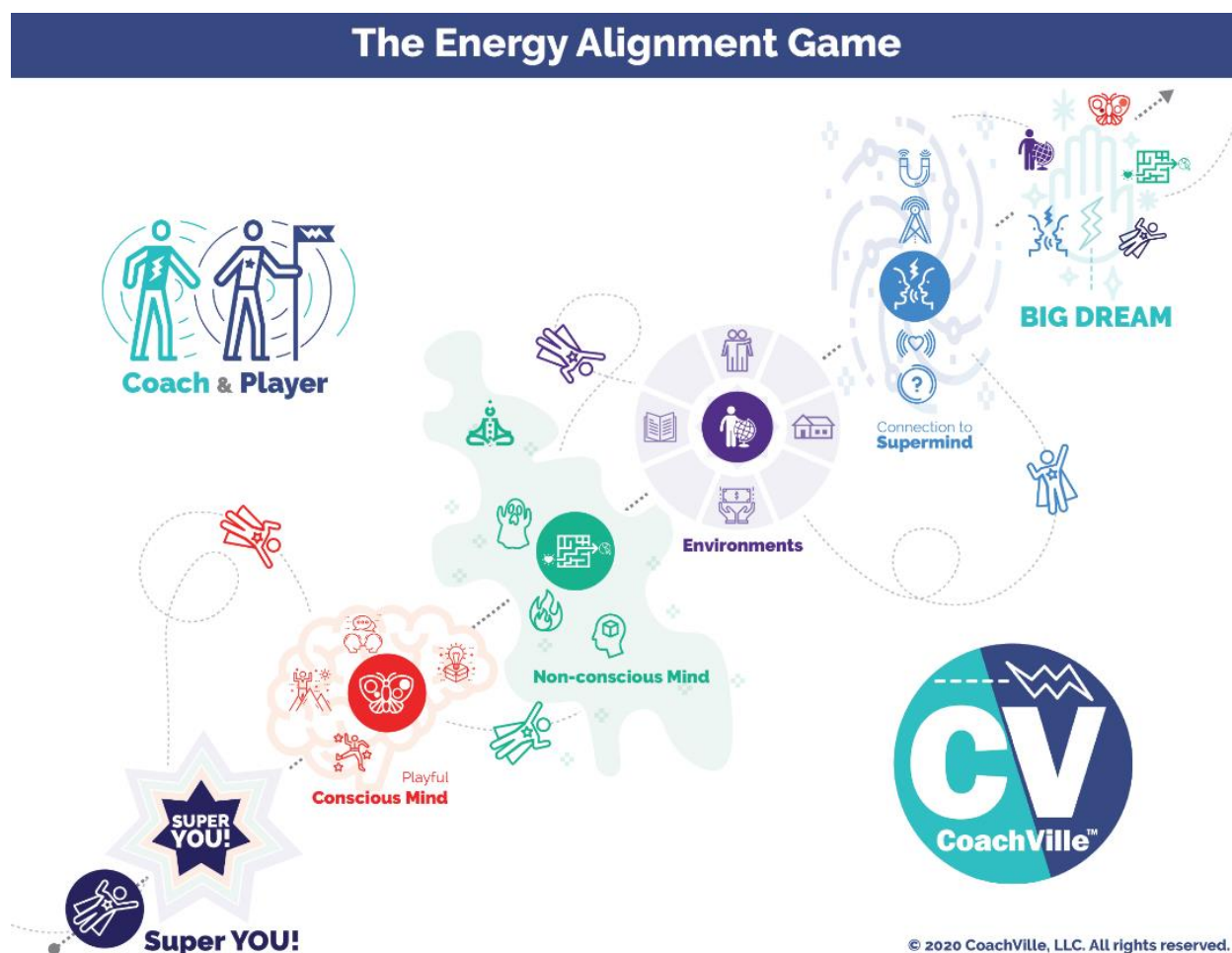
The “Game” is to align all aspects of YOU with your BIG Dream to create a state of flow.

Energy Alignment Game

SO MUCH FUN!! Learning about this concept was one of the pivotal moments of my life.

This definitely goes in the realm of play; as in something that you cannot control but you can influence with skill, strategy, imagination and playful effort.

One little note: There are MANY MANY ways to play with Energy so this is not intended to be a definitive guide.



Your BIG Dream

This is your vision of what you aim to accomplish, experience, express or co-create in the world. Your Dream comes from your hearts desires but is often sparked by what you see – or don't see – in the world around you.

Often our hearts dreams are a little mysterious; even to the one who has the dream.

Most BIG Dreams include an essence of contribution.

Next we will go to the lower left to explore all of the energies that we can align with your dream.

Super YOU

There is a next-level version of YOU that you must express fully and become in order to fulfill this big dream. This is a major focus of the Activate Your Superpowers Program.

One of the reasons your Heart has dreams is so that you can discover and express more of your abilities.

Playful Conscious Mind

There is a playful version of your focused thoughts and deliberate actions that you need to use in an intentional way to uplevel your skills to align with the new dream. Your playful conscious mind responds to the urge to become the next version YOU. Play is all about becoming. In the model hopefully you recognize the 4 symbols for the Pivotal Moments of Social Play that we explored earlier.

Non-Conscious Mind

Whoa, this is a big one. Your non-conscious mind is the power source of belief and desire within you. It is like an energetic bridge between the urge to become in your playful conscious mind and the need to belong in the environment around you. You will need to expand your body awareness; where your intuition and inner knowing live.

You will need to uplevel your relationship with fear from enemy to friend and a treasure map to your Superpowers. Your dream will need you to tap into your hearts desires for focus and fuel. You will need to cultivate belief in a whole new set of possibilities to align with your dream.

The non-conscious Mind is the main focus of the Pivotal Moment Coaching Technique that we will explore in Chapters 4 and 5... whew! We need it.

Environment

Your non-conscious mind - which is super focused on belonging - is in constant connection with your environment; especially the people and your social status with each person. You will need to uplevel many aspects of the world around you so that the powers of belonging, believing and becoming align with your dream. And as you unleash your Superpowers, you will need to find or cultivate an environment where it is safe for you to express them. Playing with a Life Coach will give you the courage to make those changes.

Connection to the Super Mind

There is a timeless web of human consciousness that we are all connected to. Through big questions, gratitude and intentional thoughts your dream can become a magnet for the insights, inklings, spontaneous awareness, opportunities and synchronicities that you need to live your dream. But be prepared, the Super Mind plays rough so you need to expect a tumble or two.

The pursuit of Flow

Your dream is calling you out into the world to discover a bigger contribution and more fulfilling joyful life. As you endeavor to align every part of your energy to the BIG Dream,

it begins to FEEL – feel is the key word – more natural. This is called getting into the flow. It is not the ultra-safe under control routine. It is engaging, yet safe enough that the potential rewards seem worthy of the potential risks. This is when pursuing your BIG Dream feels less and less stressful and more and more fun!

That is what we are playing for!

1.7) Prepare for Session #1 - Your BIG DREAM

On the right is a mini version is the BIG Dream Coaching Notes Sheet for Session 1.

It puts your Dream in the center and then offers 6 different explorations related to living this dream that your coach will explore with you in the coaching session.

Investing a few moments to contemplate each section prior to the coaching session can be a great way to get your imagination warmed up!

AND always be prepared to speak from the heart while co-creating with your coach. It is not a test and there are no correct answers!!

Here is a quick overview and then a few details:

- Describe your Big Dream
- How will it change lives for the better?
- Describe the superpowers you want to activate
- Describe the challenges on your Hero's Journey (challenges are the catalyst to growth)
- What does playing at an elite level look like? (this is one of my favorites!)
This question reveals the Performance-Possibility Gap
- What are some activities to play for your dream?
- How will you activate the spirit of play?

Challenges are what make playing for your Dream a FUN growth experience! This may be a mindset shift for you because in the Industrial Age we got the impression that if we faced a challenge it meant that we were doing something wrong. Your coach is going to encourage you to really embrace challenges and talk about them with judgment-free awareness.

Activate Your Superpowers Session #1 Notes		Date:
SESSION FOCUS: SHARE THE DREAM	<i>Superpowers you want to activate:</i>	
<i>How will it change your life for the better?</i>	<i>Your Hero's Journey challenges:</i>	
Growth Zone What did you learn... About playing for your dream?		
About yourself and your Superpowers?		
Play Plan: What are the actions / perspectives you will focus on?		

There are 2 types of challenges: Inner and Outer. Inner challenges are the doubts and fears we experience when we face risk and uncertainty. Outer challenges are when something out in the world is not going as planned. (HAH! This is most of the time.)

This leads us to the topic of **Growth**. Playing for your dream will present you with MANY growth opportunities. The key to growth is to let go of the Industrial Age mantra that you need to be perfect. Allow yourself to not know how to do things and see the opportunity to grow as a positive rather than an indicator that you are not good enough. **YOU ARE DEFINITELY MORE THAN GOOD ENOUGH**. Your coach will guide you as you step into these situations.

Fear is your friend! Fear is a fundamental human experience that is trying to keep you safe. You will experience fear often when you play for your dream. Again the BIG KEY here is to embrace it. Let go of the Industrial Mindset that fear is an enemy that you must conquer; it is not. When you experience some doubt or fear related to an activity in your dream, this simply reveals that there is some risk involved. Understanding risk and reward is essential to play.

This brings us to a BIG topic in all of our Coaching programs: the **Spirit of Play**. I shared with you a bunch of ideas about play in the Introduction to this playbook. The point I want to share with you here is this: the Spirit of Play IS inside of you. You were born to play. ALL humans play. **Play is: creativity, curiosity, resourcefulness, resilience, exploration, experimentation, imagination and innovation**. You are capable of all of these things. All we need to do is promote them to the front of your mind. We all have the inner urge to grow and become... and the way we grow and become is through play.

Your coach is going to ask you about the Spirit of Play a LOT! The key is to think about it with your imagination rather than the “get the right answer” mind that dominated our lives in school and work. With imagination your dream can come alive with new possibilities.

1.8) Coaching Notes for Session 1

2 versions of Session 1

The first thing to know is that there are two versions of the Session 1 Coaching Guide:

- 1) For New players starts on Page 5
- 2) For Continuing players starts on page 8;
Continuing from the 6-week Coaching Superpowers / Activate Your Superpowers series.

The Structure

All of the coaching sessions in this guide follow the same structure / flow:

- 1) Welcome and permission to coach
- 2) Co-create a Coaching Plan for the session

> Always ask about their BIG Dream

3) Practice / Play Together

This is the core of the session.

4) Growth Mode

Session wrap up / Capture growth from the session.

Pay special attention here. NEVER assume your player got the growth in the session. Specifically asking about it – and your player speaking it - dramatically increases the value of the session for the player.

5) Play Plan (the days ahead)

Mastering this structure will help you provide a great coaching session every time. It will also help you score high on the assessed Practicum and Certification coaching.

Follow the guide ~ notice / coach with the Coaching Proficiencies

In the Coaching Guide you will see notes in blue such as:

{This is a Provocative Question: BIG and Personal}

In session 1, be aware of opportunities to use these Proficiencies:

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

Often there is nothing extra that you need to do because the question in the guide will do the Proficiency for you.

But if you see an opportunity to expand upon a Proficiency ... for sure do it. This is the best way to learn them... by using them intentionally!

IMPORTANT: Don't be shy about practicing the proficiencies as you coach. You can even call it out with your player; as in: "Let's elicit your greatness here..."

The BIG Dream

The BIG Dream is an essential element of Life Coaching. It is featured in the Human Journey with a Coach Model that is a focus of the Player Playbook and Audio.

Here are a few general thoughts to be aware of in co-creating a BIG Dream with a player:

- Many people do NOT know their own dreams; so it may take several sessions of small steps for it to emerge. Also many people know their dreams but are afraid to speak of them because they don't think they are possible or valuable. People's dreams are often squashed in the Industrial Culture.
- Be patient and enthusiastic in the process of teasing out the dream. If your player changes course completely in session 3 or 4 that is OK; go with it. Often times a 6-week engagement like this is just the start of a long relationship; so this could be just the beginning.
- The quality that distinguishes a BIG Dream from a goal or objective is the vision to be a positive impact on other people in some way; A coach-able dream is an adventure that includes other people AND personal growth opportunities.
- Often players will speak about a goal that they can accomplish alone by completing tasks. Say: "this is a good place to start". AND... how can we expand it to include other people in some way?" (This is an Elicit Greatness play); AND if they just can see anything beyond the small goal then you leave it alone and start there. (This is an Enjoy Your Player Immensely play)
- Often while co-creating the BIG Dream you can add in the question: "How is this a growth opportunity for you?"

Continuing Player

This version of the Coaching Guide is really fun. Here you will use what you have learned about your player in the first 6 weeks to really encourage them by sharing ways that YOU can see them playing BIGGER.

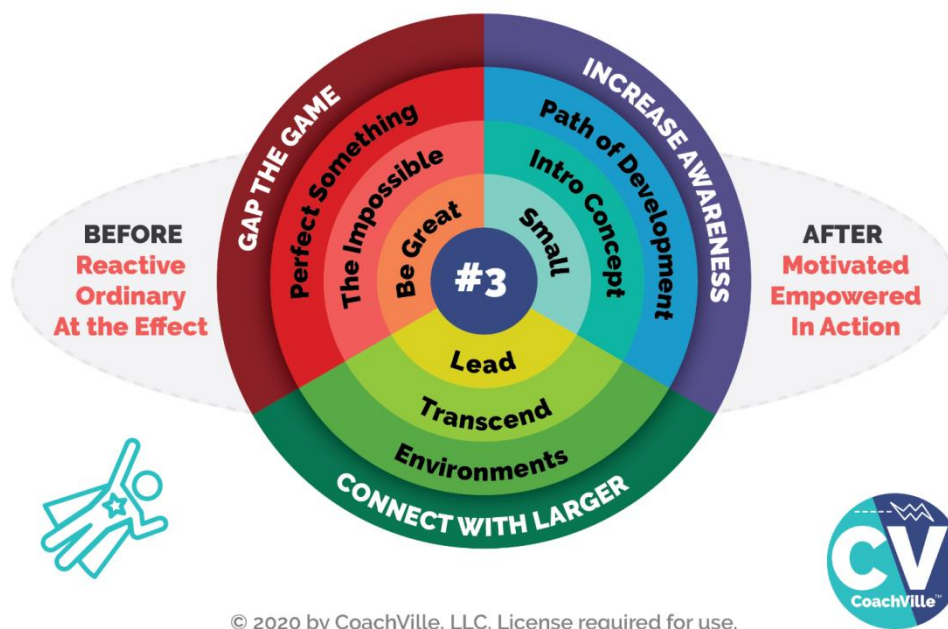
Remember to ask permission to share AND share without attachment!

1.9) Coaching Proficiency #03: Elicits Greatness

While it is true that few players come to a coach and specifically ask that we bring out and develop this greatness, this is what we do naturally when we ask the player to think and act bigger, and by challenging the player to continually raise their own bar and standards.

1. Ask for higher standards.
2. Ask for "absence of" something.
3. Ask for a much bigger game.
4. The key distinction is greatness vs success.

#3. Elicits Greatness



What is meant by "Elicits Greatness"?

There is greatness in all of us.

1. The coach may be the only person to point out a player's greatness.
2. We are quick to point out faults or weaknesses in ourselves and others, but fail to point out the greatness.
3. A player's greatness may be sleeping or behind a shadow, the coach awakens the player to their own potential.
4. After many years of wrestling with his "life purpose", Thomas Leonard decided to let go of the burden it imposed and began simply "to be great". Greatness without the ego.

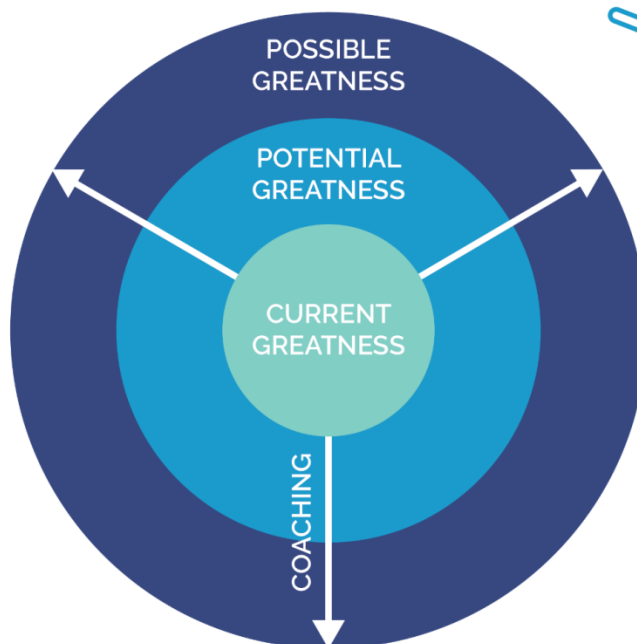
What can blind the player to their own greatness?

1. False modesty, or a sense of inadequacy.
2. Confusion about the term or how to do it. Sometimes the player will put legacy in front of greatness, not realizing that legacy is a byproduct of greatness.
3. Family expectations that they be "normal", not great.

What are the general truths about Greatness?

1. Greatness is a natural state.
2. Anyone can enter this state.
3. A coach is often the catalyst for this experience.
4. Greatness affords a lifetime of achievement.
5. We are all at a certain level of greatness already.

#3. Elicits Greatness



We're all at a certain level of greatness, and we can usually see the next available level. A coach helps you reach that next level (potential greatness), and point out the level beyond that (possible greatness). As you enter/experience increased states of greatness, your self-perception increases and so can/does your performance.

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How do you know when you need to elicit greatness from your player?

1. The player is playing too small.
2. The player isn't fully engaged in the game.
3. The player is being ordinary.
4. The player is reacting to circumstances, at the effect, rather than SEEING the possibilities.

How do you know when you have elicited greatness from your player?

1. The player becomes entirely self-motivated.
2. The player rises above the current situation.
3. The player feels empowered, and feels in charge of their own destiny.
4. The player is in action on things that are big to them.
5. The player sees possibilities where previously they did not.

How do you use this Proficiency when working with your player?

Gap the game - ask your player for much higher standards.

1. Ask them to perfect something.
2. Invite them to take on the "impossible".
3. Be great yourself and invite them to join you.

Key points:

1. When a person has higher standards they feel proud of themselves.
2. These higher standards refer to the individual rather than to the outcome.
3. If you notice your player doing sloppy work, or making a half-hearted attempt, challenge them to set their standards higher.
4. Questions which will provoke your player to set higher standards:
 - a. How high do your standards need to be before you can feel proud of yourself?
 - b. Is it time to raise your standards in this area?
 - c. If you raise your standards wouldn't that solve your problem?
 - d. What standard, if raised, would solve that problem forever?

Increase their awareness - ask for "absence of" something.

1. Introduce the Paths of Development
2. Introduce the concept of Greatness.
3. Absence being small.

Key points:

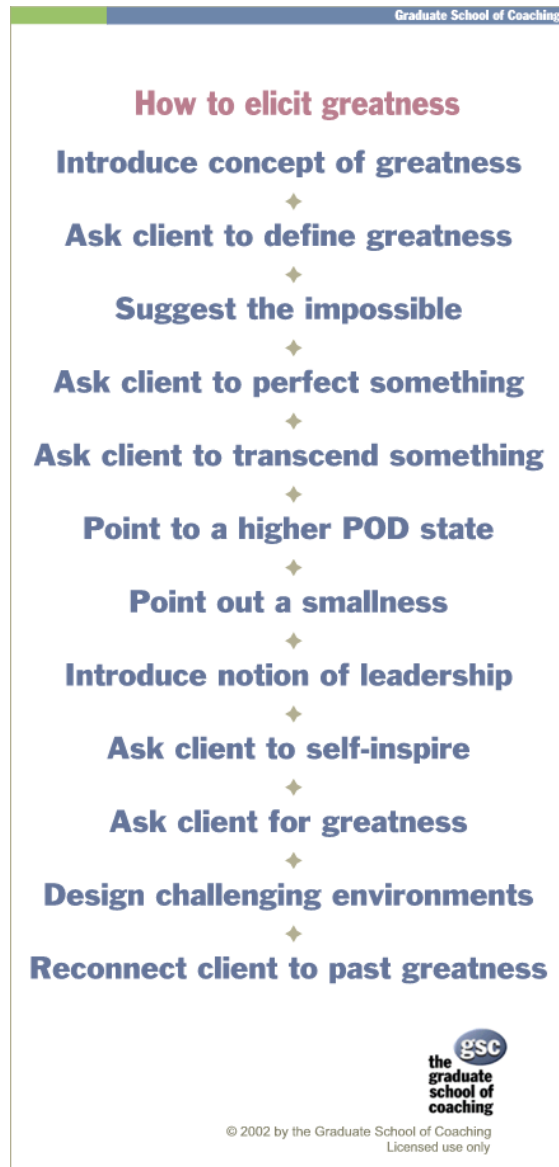
1. Ask your player to let go of those things which are holding them down: distractions, over-complicated life, overly committed, lack of boundaries, etc.
2. Help your player raise their awareness about what's holding them back.
3. Questions to help your player become more aware of this issue:
 - a. We're built to be great, what's holding you down?
 - b. What's in the way, what's the block?
 - c. What is distracting you?
 - d. What's holding you back?
 - e. What's important to you, but that is fundamentally keeping you from greatness?

Help them connect with something larger - ask for a much bigger game.

1. Coach them to design environments for greatness.
2. Help them transcend their smallness.
3. Lead them, and invite them to lead themselves.

Key points:

1. Your player may have a current goal that they can support and be comfortable with even though they are built for a much bigger game.
2. Thinking bigger may disrupt their routine, their priorities, their lives - help them prepare for this and transform it.
3. People have a certain set point, or governor, or glass ceiling to what they think they can accomplish.
4. Invite your player to consider playing a bigger game, it's not a demand or request. Just ask them if they are interested, and most will respond to the challenge.
5. You may ask for a bigger game from players who have a history of accomplishment but who are built to do more, much more. Not just "could" do more, but BUILT to do more. Could=potential, built=capable.
6. The coach often plants a seed which may not sprout until later and make a long-term, lasting difference.
7. Examples of a bigger game:
 - a. A perfect life.
 - b. Financial independence.
 - c. Orient around your gifts.
 - d. Inspired living.
 - e. Your passion is your work.
8. Questions you can use with your player to ask for a bigger game:
 - a. How would this look if it were bigger, much bigger?
 - b. How did you pick that number?
 - c. I get this feeling that you're built for a bigger game. Do you?
 - d. What would make you #1 in that area?
 - e. Is that level of play going to inspire you?
 - f. How big is big, how far could you go with this?



How will eliciting greatness from your players make you a better coach?

1. You exceed your player's expectations by bringing out the best in them.
2. Planting the seed of greatness can make a profound difference in your player's life, now, or in the future.
3. The conversation around greatness will lead you to be a model of greatness in your business.

What mistakes do coaches make in eliciting greatness?

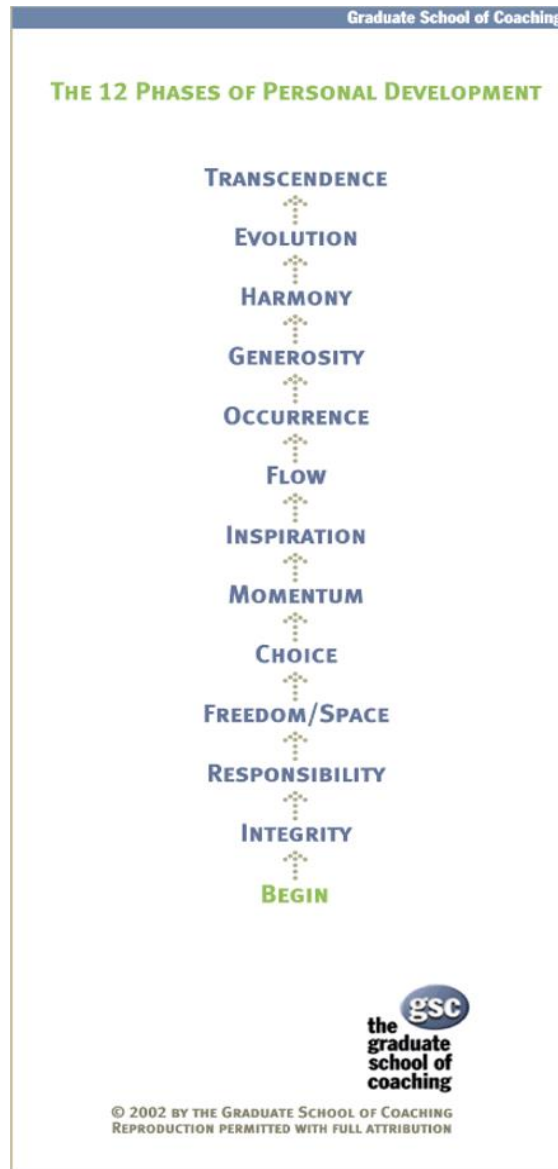
Most common mistakes

1. Protecting the player by holding them back to your level. (called playing God with your player.)
2. The coach holds the player back because the coach cannot deal with the consequences of so large a shift.
3. The coach pushes too hard.
4. The timing is off. The player is built for a bigger game, but now is not the right time.

5. The coach is in this for a vicarious thrill.
6. Questions to test whether or not your player is ready:
 - a. How hard would you like me to push you in this area?
 - b. I see this as vital to your long term future. When can we talk about it again? (very sophisticated skill).
7. Judging the player or doubting their abilities.

A solution to the problem of pushing too hard.

1. Instead of pushing your player to greatness, lead them to be self-inspired.
2. Self-inspired means being inspired by the game, not about being inspired by yourself or your coach.
3. Self inspiration often occurs when the game is longer than their lifetime.
4. Ask - what's the project that would continue for generations beyond your own life?
5. This shift brings freedom around the project, making the player's load lighter.
6. Invite them to self-discover.



1.10) Coaching Proficiency #01: Engages in Provocative Conversations

Background

Super Power: Purpose – Share Your Big Dream

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.

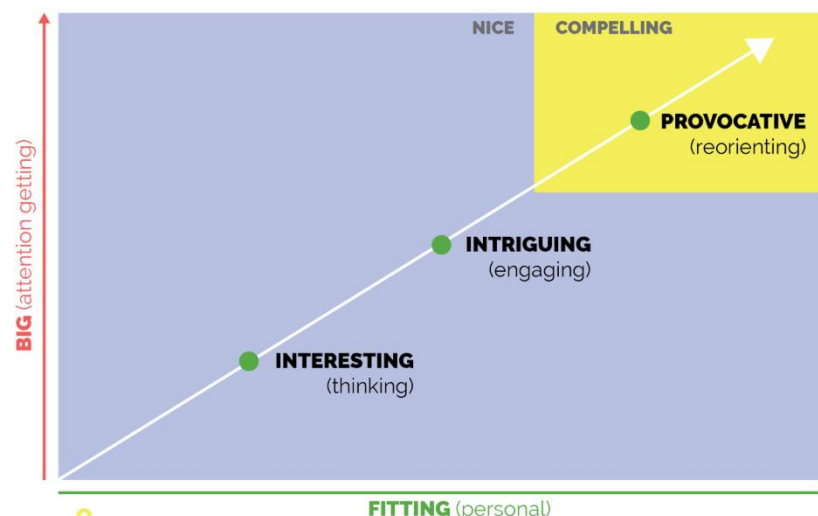
What Is The purpose of this proficiency?

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.
- Less than adversarial.
- Different from confronting.

#1. Engages in Provocative Conversations

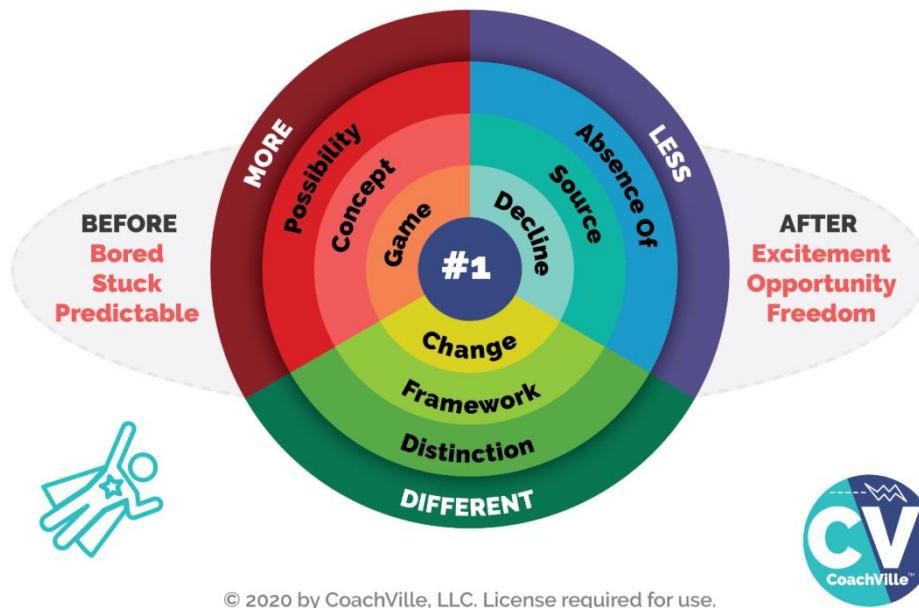


The larger and more personal your conversations are, the more naturally provocative they will be for the player. You know it's a provocative conversation when it gets the player's attention and they reorient around it.



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#1. Engages in Provocative Conversations



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 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 discovery 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.

Ways to be provocative

Point to a much larger game



Point out a distinction



Introduce a new framework



Point to an 'absence of' state



Introduce a possibility



Ask for higher a standard



Ask for an immediate change



Share a challenging concept



Decline to work on the focus



Ask the obvious question



Be silent



Find out source of the problem



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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.
- 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.

4. Don't be satisfied with a chat.

Expect more. Get more.

1.11) Coaching Proficiency #04: Enjoys the Player Immensely

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.

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

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 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 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?

#4. Enjoys The Player Immensely

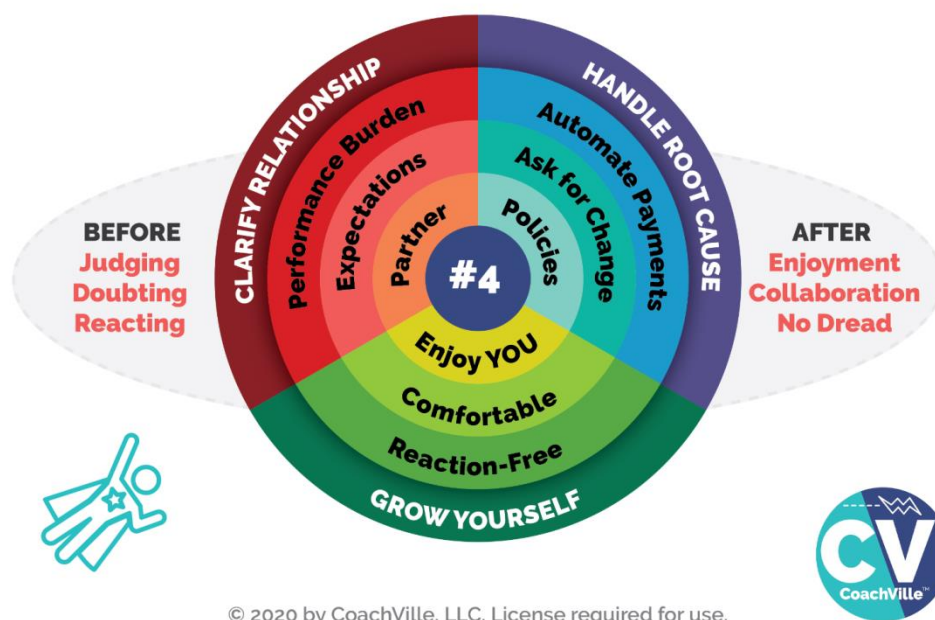


As you come to accept the parts of yourself that are not acceptable, it's easier to accept the parts of your player that are bothering you. Until then you'll experience displeasure. If you only come to accept yourself, you'll be impatient with your player's progress. If you only come to accept the player and not yourself, you'll still feel frustrated. As they say, "If you spot it, you've got it."

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#4. Enjoys the Player Immensely



- **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!

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.



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?

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.

Chapter 2) Experiences ~
Expand the Players Best Efforts
(Explore the Performance-Possibility Gap)
For Class 2 of 6

“By supporting the player to do more than they have done or think that they are capable of doing, significant value is added.”

-Thomas Leonard

2.1) Coaching Theme: Experiences

The 2nd layer of the Coaching Proficiencies Pyramid features the: Explore the Performance-Possibility Gap aspect of coaching.

This is where the player PLAYS for the dream they identified with their coach in the first session. The reason we all have dreams in the first place is to call us out of the “Preservation Zone” and out into the Growth Zone and Superpower Zone of new expansive experiences. Even if the pursuit involves acquiring some “things”, it is the experience of having or using the things that we are really going for.

Really, playing life is all about co-creating experiences! And the BIG Dream is the pursuit of new experiences.

A primary feature of layer 2 of the pyramid is the Plan-Play-Grow technique.

This is a good technique for understanding the recurring process for a coach and player to explore and cross a Performance-Possibility Gap:

In the coaching session:

You co-create a practice plan; You and the player practice some activity together; then you talk together to capture growth from the experience.

Out in the world

You co-create a play plan; the player plays out in the world; the player keeps a journal of growth experiences to review with you at the start of the next session.

repeat.

We will also explore Super YOU of Energy Alignment Game

Then we will explore 3 Proficiencies

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

*** From the Player Playbook: Energize Your Dream ***

2.2) Player Audio for Session #2

[Listen to this audio to prepare for Session 2.](#)

2.3) Experiences

While the Industrial Age Culture pummeled all of us with the idea that life is all about accumulating things... this approach to life has desperately failed to deliver!

For most of the 100,000 - 1,000,000 years (depending on when you start counting) that we humans have walked the Earth we were hunter-gatherers who did not accumulate things at all. Our true nature is to focus on and enjoy co-creating experiences. The new experience – not the new thing – is where we find growth and joy.

Meanwhile the Industrial Culture tried to deter us from new experiences; telling us to only do what we can control; to avoid mistakes and messes; to stick to your habits and repeat the same experiences over and over again. That “things” will make us happy. **BLAGH!**

There is a hybrid to this notion that is important: when the “thing” is a tool that can be used to create things that can be shared; sharing something that you made is an awesome experience. Also some things bring people together to co-create experiences.

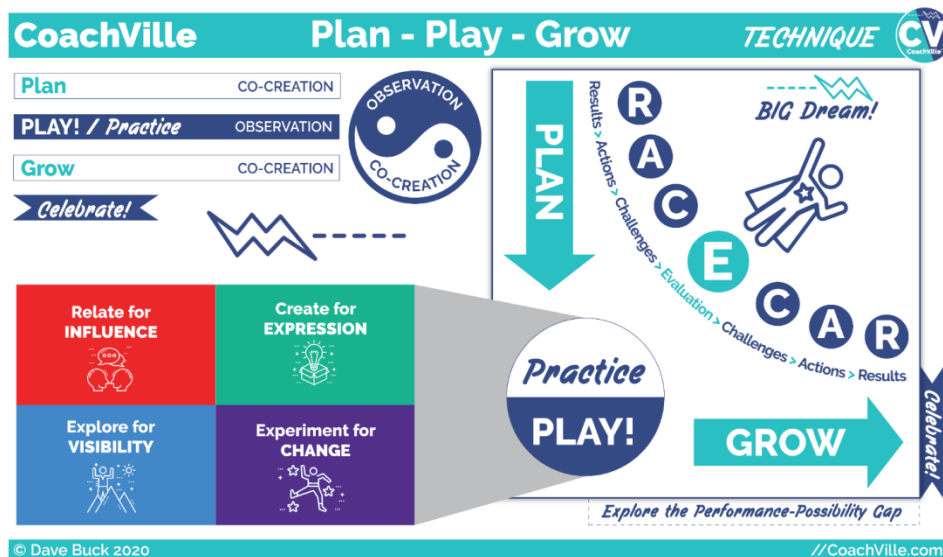
The key to all of this is to get out of control, accumulation and isolation and get into curiosity and co-creation with other people; also known as playfulness.

Your dream – that you started (or continued) to articulate in Session #1 – is your call to adventure; this is your call out into the world to co-create new experiences. This is your call to discovery and growth.

2.4) The Plan-Play-Grow Technique

To help you get ready for Session #2, I want to share with you how to get into the rhythm of playing with a Life Coach. There is a coaching technique to create this rhythm called: Plan-Play-Grow. If you have ever had an athletic coach or a performance art coach then you will recognize this technique.

On a personal note, I first learned about this technique by observing my mom who was a piano and voice coach. Her music studio was right beneath my bedroom in the house, so I heard coaching happening every day after school. Even though I wasn't tuned into the details I did notice one very dramatic thing: over time all of her students played a lot better! This is exactly how it happens... and it yields great results almost every time.



Let's explore this model together.

We start in the upper left where you see Plan – Play / Practice – Grow – Celebrate. You also see the yin/yang symbol with the core of the coaching experience which is observation and co-creation. You may recognize those terms from the definition of coaching I shared with you.

Next, look at the right side of the diagram. You see the Plan – Play / Practice – Grow – Celebrate again but this time you also see what we call the RACECAR acronym: Results – Actions – Challenges – Evaluate. We will get into that in a few moments.

Also in the lower left you see a call out from the Practice / Play circle into the 4 primary activities of playing for our dreams; AKA Social Play. You saw this in the Playbook Introduction. (It's all coming together!)

Whew! We have a lot to talk about here.

Let's first get clear on the coaching rhythm because it will really help you get the most out of your sessions with your coach.

In the coaching session:

- You and your coach will celebrate the notable experiences since your last session; especially moments of play where something good happened.
- You and your coach will co-create a coaching PLAN for the session by first EVALUATING what happened when you played. You will also explore your insights. And you will share specifics about key playful actions and the results in the world.
- You and your coach will PRACTICE together to co-create new awareness, new possibilities, new capabilities and new confidence. We will explore a variety of practice techniques in this program. In Session #2 you will have a detailed strategy and planning session by playing with ideas: Results, Impact, Actions, Superpowers, Challenges, Spirit of Play and Growth.

- You and your coach will capture your GROWth from the session. (The Growth Zone in the Coaching Notes Play Sheet) The intention of a good coaching session is that you grow during the session... and then continue to grow as you play in the world. Make a few notes on your coaching notes sheet as you talk together.
- You and your coach will co-create your play PLAN for the upcoming time frame. Focusing on the 4 types of actions to play BIG for your dream.
- You will write out the most important items on your Play Plan Playsheet.

Then...YOU go out in the world to play:

- You PLAY for your Dream aiming to co-create RESULTS and experiences by taking the 4 types of ACTIONS and facing CHALLENGES along the way.
- You notice your GROWth opportunities as you play.
- Make a few “journal” notes on your playsheet about what happens as you play (or avoid playing).

In the next coaching session:

- You and your coach will CELEBRATE your RESULTS (and your challenges)
- You and your coach will co-create a coaching PLAN for the session by first EVALUATING what happened when you played.
- You and your coach will PRACTICE together.
- You and your coach will capture your GROWth from the session.
- You and your coach will co-create your play PLAN for the upcoming time frame.

YOU go out in the world to play:

The rhythm repeats from here.

When you get into this rhythm with your coach, you will be amazed at how quickly you feel your progress and good things start to happen. It really is fun.

2.5) Understand RACECAR

One of the most important shifts that your coach and I want to help you make is from Industrial Control to Connected Play.

Understanding the acronym RACECAR from the Plan-Play-Grow technique can help you make this shift.

R is for Results in the world

Probably the most challenging part of the shift is the focus from completing tasks to co-creating results in the world.



In the Industrial Age we were told to only focus on what we can control.

So we should only focus on completing our tasks and doing them right; mostly in isolation so that we don't bother anyone. Since we can't control what happens with other people we should not put our attention there.

In the Connected Age of Play it's ALL about co-creating with others; we use our powers and energy to be a positive influence in the world; to make a positive impact.

We put our attention on the results that happen because that is the purpose of playing for our dream. In play you have to look beyond yourself... out into the world or people around you that you aim to influence or contribute to or be seen by or make changes with.

In play... there is NOTHING you can control. When we play for results sometimes they happen and sometimes they don't. That is what makes it play. Practicing with a Coach to play better means getting the results we desire more often than we do right now.

Remember the results from our 4 pivotal moments of social play: influence, expression that contributes to others, visibility and change.

STOP getting people under control

Another quirky angle on Results from the Industrial Age of Control is that we SHOULD be able to control everyone and everything by following the manipulation instructions properly.

There are a lot of manipulation techniques in the Industrial Age because the whole focus is on getting everyone and every situation under control. This is very difficult of course because as I emphasized in the Introduction, we humans HATE being controlled!

So what happens most of the time is that our attempts to control are futile and frustrating. This is one of the reasons why there is so much chronic anxiety and depression in the Industrial Culture: people are in positions or roles where they are supposed to control other people and they are judged based on their ability to control others. This is SUPER stressful.

Letting go of the delusion of control is one of the most freeing benefits of shifting into the Connected Age of Playing for Influence as a co-creator.

A is for Actions with your Superpowers

We all do a lot in a given day. The key here is to find moments when you can take the social play actions: relate, create, explore and experiment.



Since we are all used to going through our days completing tasks, it requires some intentional effort to get into play.

A) There are some actions that you are doing already that you can now approach playfully.

B) You can intentionally add playful actions into your day.

Playful actions are when you aim to be a positive influence on someone or co-create with them AND you pay attention to the result that happens (or doesn't happen).

Recurring

Your coach is going to ask you about recurring actions. The distinction here is between one-time actions and recurring actions. A recurring action is something that you do on a regular basis; for example sharing with someone about your dream. It will be a little different every time based on who you are talking with, but it is similar each time AND it is something you can get better at doing through practice.

The key here is that it is the recurring actions and situations that you will want to practice with your coach most of the time.

Superpowers

The next step is to proactively use your superpowers when you play.

A Superpower is an ability that you can refine and practice to have an impact on people and/or situations. Since you are playing for impact, you aim to use your superpowers to increase your impact.

The performance-possibility Gap

The idea of the Performance-Possibility Gap is integral to coaching. You have a current level of facility with playful actions and your superpowers. And you and your coach share a vision that you can expand that facility.

You can co-create the results you desire more often.

You can PLAY better.

The key to getting into play mode is to drop the Industrial Age Control mindset that you have to do things perfectly every time. This “perfection trap” is antithetical to play. It literally makes it impossible to play and that was the intention; to get you to stop playing and become a compliant worker doing what you are told to do by the boss. Sad but true... we have been doing this to each other for a long time now.

But not anymore!!!

You can break free of the perfection trap and enjoy playing again.

The next step is to embrace challenges.

C is for Challenges with the Spirit of Play.

When I was describing results I wrote that sometimes they happen and sometimes they don't. This is the nature of play.

Well, everything that contributes to the desired result NOT happening is a challenge.

There are several different types of challenges.

1) A challenge where you need to develop more skill and experience in what you are doing.



- 2) A challenge where you experience some doubt or fear related to what you are doing.
- 3) A challenge where there is something in the world – probably some force of the status quo – that doesn't want you to achieve your desired result.

The key to being playful is to embrace challenges with the spirit of play.

There are some challenges that you are already aware of. And there will be plenty of challenges that you don't even know about yet but will arrive as you play more and more.

Every challenge presents you with a growth opportunity. Growing and playing better is fun! Players embrace challenges. Great players LOOK for challenges.

When you are really passionate about the result you are playing for, the experience of a challenge can elicit your Superpowers. Somehow the challenge causes you to reach deeper into yourself and your real power comes through. This is why playing for dreams can lead to surprising discoveries within yourself.

A benefit of playing with a coach is that you can talk through what is happening when you play and identify the challenges you are facing. And then co-create a plan to play with them by expressing your superpowers.

There is nothing wrong.

Embracing challenges is another element of play that requires a shift from the Industrial Control mindset. When the focus is on following the instructions and keeping everything under control, a challenge usually meant that you were doing something wrong. IT meant that you were not perfect... oh the horrors!

Embracing challenges as fun growth opportunities – rather than something is wrong – will significantly reduce your stress and expand your joy.

E is for Evaluation with judgment-free awareness



I know that the experience of being evaluated can bring up a lot of bad memories. Starting with the dehumanizing and traumatizing testing we all suffered as children. Followed by the dreaded performance review many of us suffered in jobs. The purpose of the whole thing was to show you what you were doing wrong. UGH!

I am inviting you here to look at evaluation with a fresh perspective. YOU are not being evaluated. YOU – with your coach - are evaluating the results WITH judgment-free awareness. You are doing this to assess the impact you are having and look for ways to play better.

In this setting, evaluation is a co-created experience aimed at helping you become MORE.

This is another situation where it will take a little practice to shift out of feeling that there is something wrong into seeing ways to grow.

You and your coach will do it together.

C-A-R is looking at it from the other direction

- You experience and embrace a challenge
- You take your playful actions
- In pursuit of your desired Results.

The idea of the RACECAR acronym is to look for results, actions, challenges and evaluation for growth opportunities in a fun and playful way.

2.6) The Performance-Possibility Gap

Remember this from the Human Journey Model.

High performance or playing well is when you often create the desired results and experiences from a playful action.

Possibility is your vision for how well you can imagine yourself playing. It is your vision of having experiences where you play well and co-create the results you desire.

The Gap is the space between how you play now and your vision of possibility; playing better for each action... getting the desired results more often.

Another way of seeing this expanding your influence; and having fun growing.

This is a big mental shift from Industrial Control thinking where you are either doing it right or you are doing it wrong.

Allow yourself to evaluate how you play now and how and see the gap for how you can envision yourself playing. Growth lives in the gap. Coaching lives in the Gap! Becoming awesome at what you do... lives in the gap.

2.7) The Social Fears of Social Play

Remember this from the Introduction? : “Yes, these social play actions and results are exactly what I want! “But when I think about it:

- Asking for what I want or need is pretty hard for me.
- Sharing what I create can be a real struggle.
- I know I need to “get out there” and be more visible, but it’s not easy.
- Trying new things often feels too risky so I stick with what I always do.”

Let’s go deeper into the fears of playfulness.

These feelings are in you because your playfulness was shamed in the Industrial Control Culture. (I use the past tense even though playfulness is still shamed because I am speaking optimistically about the future we are co-creating together.)

Playing for your dream is about to get REAL! **These four social play activities will bring up seven really intense FEARS!**

While all of us with a BIG Dream to contribute our unique value and voice to others want these four experiences... we are all also navigating through these seven intense fears; mostly on a non-conscious level and mostly with a variety of not-so-effective methods! (Hah! That is an understatement).

- Fear of Rejection
- Fear of Trouble
- Fear of Disappointment
- Fear of Mistakes
- Fear of Judgment
- Fear of Failure
- Fear that I am NOT ENOUGH (The “BIG Kahuna” Fear)

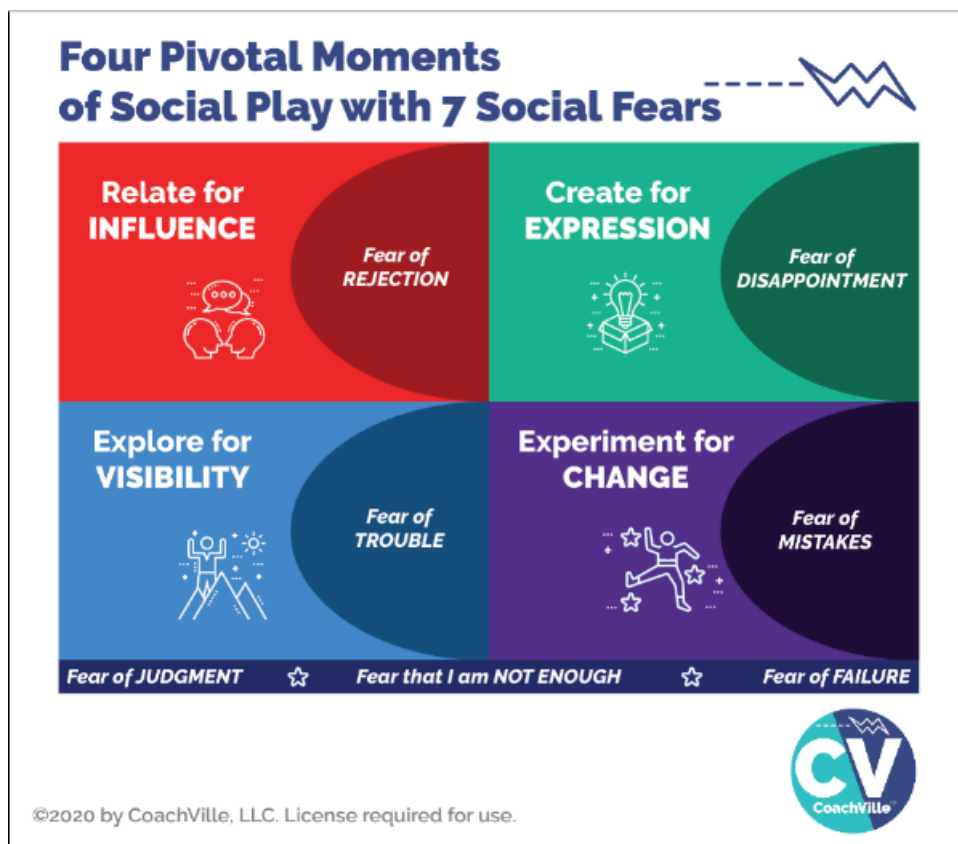
Relate for Influence = Fear of Rejection

To play for impact in the world – even with just a few people - you need to cultivate a high level of ease with approaching people and talking with them. And then you need to invite them to a next step. This is where the fear of rejection comes in. BIG TIME.

Create for Expression = Fear of Disappointment

Playing BIG for your dream will include creating and sharing experiences (or content) in a variety of forms. Also every time you have an opportunity to speak in front of people you are creating and sharing an experience. The fear that we might disappoint someone or BE disappointed by someone’s reaction to what we create can be a BIG block to creating and sharing.

Create and share is the essence of the idea that life can be played like performance art!



Explore for Visibility = Fear of Trouble

Exploring for visibility is often described as: “I need to get out there”. And for many people this is a BIG struggle; this is because the Fear of Trouble is VERY REAL.

In order to contribute your gifts to others you need to find people (customers, colleagues or partners) to participate in what you are creating. You need to “get out in the world” either physically or virtually.

The world of people is an amazing but potentially “dangerous” place; at least at an emotional level. The potential for trouble in the unknown is why most people stay where they are and spend their time with the same people. However, it is almost impossible to pursue your dream this way.

Experiment for Change = Fear of Mistakes

As coaches and entrepreneurs we are change-makers! But at the same time we are often crippled by the fear of mistakes.

This is a big remnant of the Industrial Age mindset that everything you need to do: a) there is a right way to do it b) you should be able to do it the right way every time and never make mistakes.

Of course this is nonsense! But the residue of this mindset from school and jobs keeps us locked into a perfection trap. This makes it sooo hard to experiment and find our unique way to do everything our Dream needs us to do.

Fear of Judgment ~ Fear of Failure ~ Fear that I am not enough

These fears are basically accumulations of the four fears of playfulness. They are deep artifacts of the Industrial Age of Control and they impact our thoughts and feelings in a profound way.

Here is a BIG idea: these social FEARS – and the beliefs that form around them - are not inherent to us, we absorb them from the culture through our life experiences.

If you aim to play for your Dream at a high level you need to embrace and explore these fears with profound curiosity. This is what I mean by explore your fears like a treasure map. The treasure is your playfulness and unique superpowers - for Influence, Visibility, Expression and Change - that are deep within you waiting to be activated.

BIG POINT regarding the power of coaching: it is almost impossible to explore social fear by playing alone. But together we can do it!

More about that in Chapter 4.

Your Life Coach is a very capable guide of the Human Journey... out in the social world... through these intense fears... in pursuit of your BIG Dreams... along the way you activate your playfulness and superpowers. YES!

This is why you are here with us.

The BIG question you might be wondering...

How / where did I get all of these fears?

How did I become so fearful of activities that seem so natural and essential?

This is the question of the century! (quite literally)

In Chapter 5 I will share with you how this happened to all of us in the Industrial Control Culture. Meanwhile by playing for your BIG Dream with your Life Coach you are already on the path to Freedom!!

2.8) Super YOU (Energy Alignment Game)

“A Superpower = A unique ability that you can practice until it is capable of making a BIG IMPACT”

Inherent to the desire to pursue a BIG dream is the requirement to become the next version of you; which means developing your Superpowers. So Fun!!

The flying person wearing the star is the symbol of expressing unique power in the world to have a positive impact on situations and for the good of others.



This includes expanding your mastery of abilities that you have already expressed. AND it also includes discovering and unleashing aspects of you that have become hidden in shadows of fear while you adapted to the environments of your life so far.

This discovery process is baked into the wisdom of your BIG Dream and the Life Coaching process! Your coach will ask you about what you have learned about your Superpowers in every session. This is your cue to tune into your self-awareness as you take playful actions.

Then, you will practice bringing Super YOU into the actions and situations of your dream. AND, during a role play (Session 3) you can practice the situation while specifically expressing one of your newly discovered superpowers.

You will also identify your Superpower potential by noticing the fears that you experience when you play. Using the Pivotal Moment Technique (Session 4 and 5) your coach can help you find the unique energies hidden behind your social fears.

SOOOOO GOOOOOOD!!!!

2.9) Prepare for Session #2 – Experiences

In this session you and your coach are going to explore your BIG Dream from both practical and aspirational perspectives so you can get out there and play for it. My aim here is to explain a few of the concepts that your coach will talk with you about.

Remember that we all learned the way of the task list in the Industrial Age. So it is an easy trap to fall into to think you can task list your way to your dreams. You can't! But learning how to play plan is going to take some practice.

Side note: I am not saying that there won't be any tasks to complete as part of your dream! Of course there will be. BUT... completing tasks is not what makes your dreams come true... how you play in the world of people determines that; and this is where the growth opportunities are. So that is why we focus on this in Life Coaching.

Here is a quick summary of the core concepts...

Results: A result is when something happens in the world as a result of your actions; In the world means: other people. There are probably several results that you want to co-create and experience like for example: another person says "Yes" to doing something or another person enjoys something you create and share.

Actions: This is doing something! Usually in the 4 Pivotal moments of Social Play.

Challenges: Everything that prevents your result from happening when you take action. There are LOTS of challenges. Each presents an opportunity to play and a growth opportunity. For example, if a person declines your offer or doesn't enjoy what you created there are reasons. Also there are Inner Challenges to explore when you resist or avoid taking an action.

Impact: This is the positive influence you want to have on other people with what you create; or the experiences you co-create. Impact speaks to the purpose of your Dream and has a ripple effect out into the world.

Superpowers: These are unique abilities that you possess that you want to express to create the positive impact of your Dream. They can be in the form of abilities that are natural to you OR something you learned how to do because of the environments you have been in.

Spirit of Play: This is an approach you can take when you do something. When your coach asks you about this the key is to release the Industrial Age need to be perfect or never make a mistake and allow your imagination to flow. Remember the key words: creative, curious, resourceful, resilient, explore, experiment, imaginative and innovative

Energize Your Dream Session #2 Notes
Date:

The BIG Dream:

Explore the Fear / Growth Zone

CELEBRATIONS

INSIGHTS

ACTIONS AND RESULTS

SESSION FOCUS: PLAN, PLAY, GROW

Results

Impact

Actions

Superpowers

Challenges

Spirit of Play

Growth

Growth Zone
What did you learn...
About playing for your dream?

Play Plan: What are the actions / perspectives you will focus on?



Growth: This is becoming the next version of you... and the next version and the next version. It is developing new abilities or stepping into new beliefs. Every BIG Dream we pursue in life sparks growth within us... this is why we all have BIG dreams throughout our lives.



2.10) Coaching Notes for Session 2

Featuring: Plan-Play-Grow Technique

Coaching Guide Page: 11

Be aware of opportunities to use these Proficiencies:

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

These proficiencies are well marked in the Coaching Guides. As with session one, often just asking the question will do the proficiency for you.

If you see a way to add in something that you learned from the content on the next few pages, DO IT! It is a fun way to learn and grow as a coach.

Quick Note for Continuing Players

In the coaching guide there are a few places with things to share to explain what you are doing. For example:

***SAY:** We talked about your BIG Dream in our last session. I am going to ask you to share your dream with me in each session.*

If you feel your player does not need this reinforcement, you can skip these lines and just go for the questions.

Also, the 6 session coaching guides are very similar to the Coaching Superpower Coaching Guides. The only difference is adding in the notes about the Proficiencies. Your player is in a different place so it will be different; AND your contributions, and finding ways to use the Proficiencies, will make the sessions unique.

Playfulness AND the Performance – Possibility Gap

This session is all about co-creating ways for your player to PLAY for their dream; when what they have learned in Industrial Life is to WORK on tasks and goals.

This is a BIG shift. So the key here is to be helpful, encouraging and playful yourself in guiding them in this new direction.

Encouraging them to listen to the Player Prep audios will really help in this area.

You may have to remind them often that a gap is a good thing! It does not mean that there is something wrong; or that they need to fix anything.

Taking playful actions for results is also a concept that can take some patience as well. Remember, all anyone knows is how to make task lists and work on the list. You are opening them up to a whole new world of possibilities.

The Spirit of Play is a recurring theme. If they have trouble seeing it don't be discouraged. You may need to make some suggestions to spark their imaginations. Trust that their playful nature IS in there... it just needs to feel safe before it will come out.

2.11) Coaching Proficiency #05: Expands the Players Best Efforts

One of the reasons players hire a coach is to support them to do more in a shorter period of time than they would do on their own. Hence, the Certified Coach acts as both a catalyst and accelerant. By supporting the player to do more than they have done or think that they are capable of doing, significant value is added.

Examples:

1. Congratulate, then ask for 2 to 10 times more.
2. Expand their envelope/reality/thinking.
3. Point out the next level/place to operate from.
4. The key distinction is expansion not pushing.

#5. Expands the Player's Best Efforts

1. COACH MORE STRONGLY



2. INCREASE PLAYER'S EFFECTIVENESS



3. REPOSITION THE EFFORT



Three ways to help your player accomplish more:

1. Coach your player more strongly, with more energy, tighter focus, added structure, and transformative conversations.
2. Help your player increase current capabilities or learn new skills from you or others.
3. Help your player find a better goal to work on, or to develop a more effective strategy to reach the goal faster.

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What are the general truths about expanding your player's best efforts?

1. We operate at less than 10% of our effectiveness.
2. There are many ways to become productive.
3. A coach is the perfect partner in this process.
4. These tools extend beyond the term of coaching.

Your player has done well, but is it the best that they can do?

1. Players hire coaches to help them do more than they would do otherwise.
2. Whether they actually do more is up to them, it's up to the coach to introduce the possibility and make the request or invitation.
3. Even though the player may feel that they have made their best efforts, the coach shows them an even bigger picture.
4. Expanding may mean adding new players, earning more income, being more productive.
5. Or, it may mean accomplishing the same results in a shorter time, with less effort.
6. It may mean taking the goal and moving it into a much, much larger frame of reference.
7. For example, from teaching a series of TeleClasses to building a virtual community around the topic, with an ezine, e-book, R&D team, group coaching sessions, etc.
8. Your player's expanded success in a particular area can redefine their values. It can shift their priorities; make them think differently about their goals and purpose.
9. You will have given your player a new environment where they can evolve for the next 20 years - it's very empowering!

#5. Expands the Player's Best Efforts



- **Coach more strongly.**
Ask for much more than the player expects. Encourage the player. Act like a partner, and ask them to do the same.
- **Reposition the effort.**
Develop new strategies. Establish a better goal. Look for the flow.

- **Increase the player's effectiveness.**

Identify the missing ingredients. Help them identify and utilize shortcuts. Identify what skills are missing and help the player develop them.

What are the areas to expand?

1. Action levels.
2. Performance.
3. Capabilities.

Recognize the player for what they have already done, then expand their awareness as to what they are truly capable of doing.

1. Recognize and acknowledge what the player has already accomplished.
2. Then suggest a bigger result, and ask the player to react.
3. Expand until your player resists, don't back off too soon.
4. Bring emotional motivation into the conversation, asking how they would feel after asking an even greater best effort. Build on their answer, asking how they could carry that feeling further into their future.
6. Expand your players thinking beyond just numerical results.
7. Ask them to think in visionary terms, Move from personal to community.

Use questions to raise your player's awareness of what might be.

1. That's great, how do you feel about doubling it?
2. If you could learn to do that perfectly what would that do for you?
3. What's going to be possible for you if that happened?
4. How about bringing your gift to more people, sooner?
5. What's the point of what you're doing?
6. What value does that have for you?

How to expand best efforts**Teach the client a new skill****Introduce a time-saving tool****Ask for twice as much****Craft a better strategy****Raise the bar****Select a far better goal****Identify missing ingredients****Relocate to where the action is****Find a shortcut; a better way****Don't limit client to your reality****Encourage relentlessly****Help client see self in larger light**

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How do you know their efforts are being expanded enough?

1. Players are performing beyond their expectations.
2. The player is becoming more capable in general.
3. Players are measurably more productive.
4. Results are coming more easily.

Ways to Improve Performance

Reduce friction or delay



Find a way to be inspired



Outsource key elements



Build, increase proficiencies



Create a compelling reason to



Have the finest tools possible



Design a supportive environment



Construct dreaded consequences



Have a synergistic partner



Make a promise



Report in daily, hourly



Set empowering targets



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What else should the coach know when expanding their player's best efforts?

1. Sometimes saying, "that's possible, you know," is all the encouragement the player needs.
2. Recognize that your request may be beyond the limits that they have set for themselves. Offer your support to make it happen.
3. You may act as both a catalyst and accelerant.

Catalyst = initiates an action.

Accelerant = makes an action that's going to happen anyway happen faster.

What mistakes do coaches make in working with this proficiency?

1. Playing God. Holding the player back because you have decided the player isn't capable.
2. Not acknowledging the player's best efforts to date.
3. Pushing the player instead of inviting, requesting.
4. Asking the player to take actions, then merely helping the player manage those actions, rather than creating and managing the "space" where things just seem to happen.

5. Pressing rather than expanding by failing to make it a collaborative exercise between coach and player.

2.12) Coaching Proficiency #08: Hones In On What Is Most Important

Background

Super Power: Plan – Imagine Possibilities

As you talk with your player about what they want to do, how they Plan will be revealed. You will see what they currently believe is possible for them.

Designing how they will play and what they will play for each week is a revealing exercise in “choosing”. They can’t do “everything”. Here you want to help them become aware of the fact that they are choosing.

Do they have the freedom to choose? Are their choices being dictated by some situation?

Basic Skill: Planning and Goal Setting

The Coach and the Player make set a goal and co-create a plan for how to reach it.

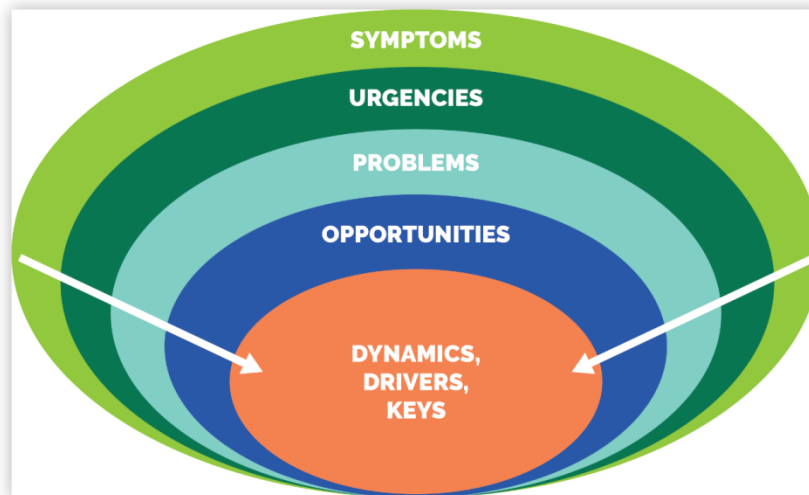
Introduction

Depending on the day, hour or even minute, what is most important to the player will change. Such is the nature of individuals in a high-growth phase of their lives. The Certified Coach is both quick to recognize this moving target and is flexible enough to adjust the coaching to be effective in this new terrain.

What are the general truths of honing in on what's most important?

1. Priorities can change by the minute.
2. Most of us haven't identified how we prioritize.
3. Part of what we do is help players find something that is more compelling to do.

#8. Hones In On What Is Most Important



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#8. Hones In On What Is Most Important



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- **Notice what is occurring.**
Where are the synchronicities? The dissonance? The resistance?

- **Know what is important.**
What are the measures of success? What are the outcomes the player wants? What is in integrity for them?
- **Discover what is pressing.**
Identify the true consequences. Discover opportunities. Examine timing.

What can the player expect?

To shift from chasing, dealing with constant changes, and relying on hope, to being clear, oriented and focused.

What does it mean to hone in on what's important?

1. Distinguish between recent priorities vs. recent moment.

Player will switch goals - usually within a session or two, and sometimes repeatedly. The coach's job is to help distinguish between shifting priorities and what's important in the present moment. Sometimes what appears urgent isn't necessarily important, and sometimes they are both.

2. Sniffing it out.

Honing isn't instantaneous, though it can be fast. Your job is to sniff it out. Like a dog following a scent, you may be all over the place at first, but as you get closer it becomes more of a direct line.

3. Listening for what's NOT said.

What's NOT said is just as important as what is said. Listen for the unspoken comment, fear, desire.

4. Using the player's point of view.

Always a good place to start.

What are the steps for honing in on what's important?

1. Ask questions.

Be curious, ask questions. Let the player talk a bit before you respond. They'll lead you right to it without even realizing it themselves.

2. Listen for resonance.

Listen for what the player is saying to resonate in their voice. You'll hear it. Also listen or feel for when what they are saying resonates within you. You'll get an inkling about what's important.

3. Listen for players who change goals frequently.

Are you hearing them correctly? Or are they avoiding growing or being in action? Changing goals isn't bad, but it is something to acknowledge and use to hone in on what's important.

4. Identify the need the player is trying to meet.

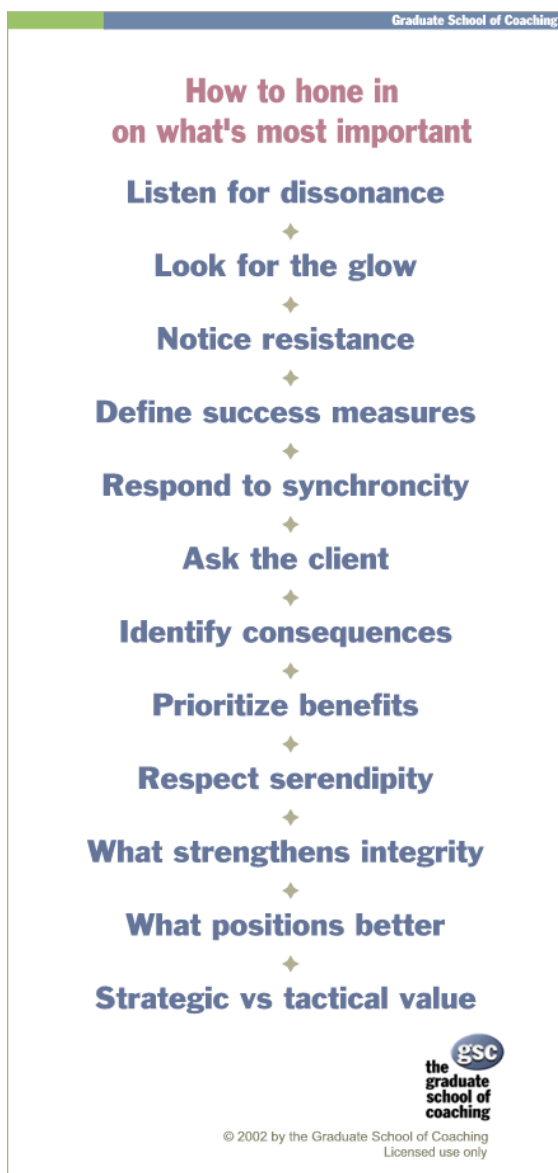
What need are they trying to meet? This is what's going on behind shifting goals and focus. Obviously you want to hone in on what's going on and how they can actually meet that need. Consider using the needs/wants/integrity model.

5. Define success.

If the player doesn't know how they define success, they'll never know when they get there - hence confusion around what is important.

6. Ask the "Why" question.

Master coaching proficiency #6 - Navigates via curiosity. Most players don't know what's really important to them. Ask "Why" to get to what is compelling. Asking "why" clarifies. It will not put the player on the offensive unless you ask it in an offensive way.



What questions can you ask to hone in on what's important?

1. What's important to you about that?
2. Why do you want...?

3. What need is not being met by...?

4. What do you want to do instead?

How do you know you've honed in on what's most important?

1. The player is instantly reoriented on "it".

2. The next step is clear and obvious.

3. There is less doubt, delay, and procrastination.

4. The player is naturally moving forward.

Why is this a Proficiency?

1. Requires ability to hear what is not said.

This is an advanced coaching skill because it is subtle and requires the ability to hear and trust your inklings and intuition.

2. You must be 100% player-focused.

There just isn't room for self-referencing.

3. Blending proficiencies and skills.

Honing in on what's most important requires that you blend your skills and proficiencies at a level beyond goal setting or "results" coaching.

4. Must recognize nuances.

Not only must the Certified Coach be able to recognize nuances, they must be able to articulate them effectively.

How does honing in on what's most important make you a better coach?

1. Accelerates the player.

The player gets in to effective action faster when they are clear about what is important. They are less distracted by daily "urgencies".

2. Shifts become successes.

By making meaningful shifts and taking actions, the player experiences success according to their own definitions. This builds the player's self-esteem, self-confidence, and ability to take on new challenges.

3. Keeps you and the player on track.

You and the player will focus attention on what really matters.

4. Reduces the "firehose" problem.

Instead of attempting to hit all the problems at once with a big firehose, or hitting the little problems with more energy than you need, you can finely tune your approach.

5. It gives you a common reference point during coaching.

You and the player can both refer back to what is most important in this and later coaching sessions. It helps you coach better, and helps them get what they want.

What are some questions you can ask to hone in on what's most important?

1. What's important to you about that?
2. Why do you want...?
3. What need is not being met by...?

How do you know if you're getting it?

1. You enjoy the discovery process, and the player begins to, too.
2. The player feels lighter and more clear at the end of the session.
3. The distinction between what is important vs. urgent is clear.
4. You are focused on the deeper shift that is called for, not just the immediate solution.

What are some common mistakes when using this Proficiency?

1. Trying to be instantaneous rather than removing the layers.

It may be tempting to go for the quick fix - but this is probably the pattern that's been happening all along. Pull back the layers and see what's underneath.

2. Being distracted by what is interesting rather than most important.

Drama can be enticing, but not necessarily helpful in creating change. Notice where the story is going.

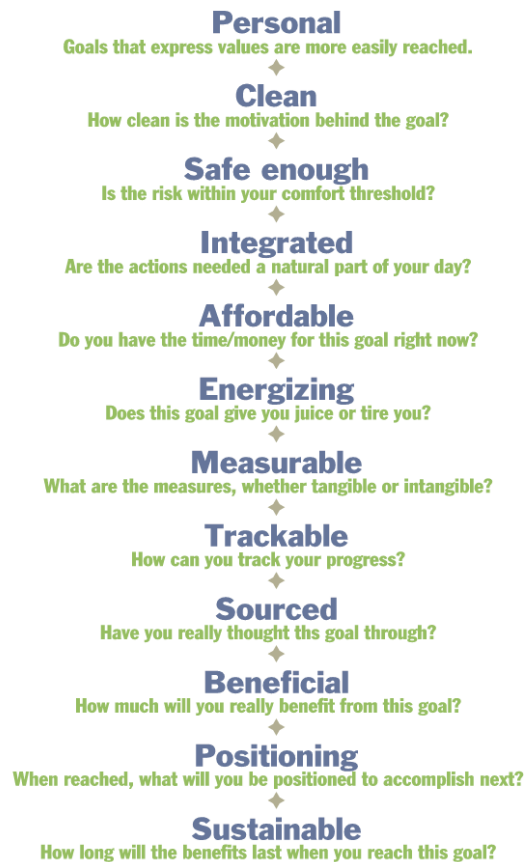
3. Not designing environments to maintain what's important.

If it's important, there are probably environmental supports or systems that can help maintain it. What needs to happen in the environment to help the player maintain focus on what's important until it can get to the maintenance-free phase?

4. Not being courageous.

You may have to press, or go into territory that is scary for the player. If it's scary, then it's important in some way. Be gentle, not voyeuristic. And remember that they are paying you to help them figure it out, even if they are afraid to discover it. Your courage can help them tap into their own.

12 Keys To Setting a Great Goal



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2.13) Coaching Proficiency #16: Plays First

Background

Super Power: PLAY – Co-Create

As you talk with your player about the dream you will see how they currently create their daily life. Do they see it as a sequence of tasks they have to complete? Is that what life is about? Or do they see it as a dream that they get to play? Is that what life is for?

Here you can bring attention to the degree that their thinking is based in 20th century work mentality. Common themes include perfection trap, doing your own work and do it right the first time.

Your purpose as a coach is to gradually free them up to move into the creative space of play.

Basic Skill: Design Actions

The Coach and the Player set a goal and co-create a plan for how to reach it.

Introduction

Only the coach is focused on guiding players to co-create results. Everyone else is focused on workers completing tasks. The key is to re-orient your player to this powerful new way of seeing their life and orchestrating their day. “Plays First” means that the player orchestrates their activities and focuses their energy to be at peak aliveness when “the game” is on. This is because co-creating results requires much more focused “presence” than completing tasks. This is where the game is won and their dream fulfilled.

Note: This one Coaching Proficiency was not part of the original 15 Proficiencies by Thomas Leonard.

Learning Objectives

1. What Plays First is and how to use it as a coach and as a player.
2. The difference between creating results and completing tasks.
3. How to use Environmental Upgrades to play better.
4. Why Plays First is essential to success in the Connected Age of Purpose and Play.
5. Discover the importance of “play language” for coaches.

What is the “back story” of Plays First?

Plays First accelerates the transformational shift from a worker completing tasks in isolation to a player co-creating results with the world around them.

1. First, what are the truths about co-creating results...

- A result is something that happens in the world “as a result” of your actions.
- Co-Creating a result is something that you cannot control, but you can influence in your own unique way with ideas, strategy, skill, energy, resourcefulness and luck.
- Any time you are engaged with other people you are at play! Because you cannot control other people but you can influence them.
- Co-Creating a result is adding value to the lives of others; one of the 3 essential elements of playing life: Be Yourself, Build Relationships, Add Value
- Co-Creating results is the fulfillment of what you do in your business, career and life!
- When you play for a result, sometimes it happens, and sometimes it doesn’t happen.
- You can put your energy into co-creating a result and fail to create it; or you might create a result better than you ever imagined.
- The opportunity to fail is the ESSENTIAL double edge sword of the Plays First approach.
- Because you can fail, there is risk and fear and this can cause all sorts of havoc in your mind... AND lead to incredible growth opportunities!
- At the same time, the opportunity to fail at something is actually what makes it so engaging and full of life. (more about that later)
- And here is the BIG point for coaching: because the result is super important to the player, and the player can succeed OR fail in the pursuit, it sparks a desire to want to play better and succeed more often. This spark is what creates the desire / demand for coaching.
- Coaching is: Guiding an individual or team to play better in pursuit of their dreams (aka get the results they desire)

2. Next, what are a few truths about completing tasks... or... Why most people organize their “work day” around a list of tasks.

- In the industrial age of work we were trained to “work” on everything.
- To work on something means that you can control it and complete it every time without making mistakes.
- We were taught the “illusion of control”. Meaning we think we can control things that cannot be controlled; especially what other people do or don’t do! The illusion of control is the cause of much suffering in life.
- If you can remember going to Industrial Age school from the ages of 5-17 you were trained to: “sit down, shut up, complete your worksheets the way I showed you, do your own work, if you help your neighbor you are a cheater, don’t make any mistakes and you won’t have any problems”. (You get the idea).
- When you are immersed in a “work” environment 5 days a week for 12 years you pretty much get programmed to think this way. Then you get a job and the boss gives you a list of tasks to complete and the immersion continues...
- So it is no surprise that even as we get into business or careers we start our day by making a list of tasks to complete and then we work to get them done without mistakes before the end of the day. The people who want to interact with us are distracting us from our getting our tasks done.
- We typically have a vague notion that if we complete all of our tasks correctly that something good will come of it.
- The other compelling thing about tasks is that there is very little or no risk. The only risk is that you won’t get it all done, but we are all pretty numb to that risk by now; we know we won’t get it all done, but we are hopeful that we will. We have a sense of frustration maybe, but not failure.

So a key understanding here:

Completing Tasks is safe vs. Co-Creating Results is risky

You WORK with stuff vs. You PLAY with people

3. The emergence of the Connected Age of Purpose and Play

First let’s describe the Industrial Age Mindset: failure is not an option.

There is a “Big Boss” who designed all of the tasks and figured out the right way to do everything so that the business can produce what it set out to produce. Anyone, with the requisite level of intelligence, can be trained to complete the task the right way every time without fail. In this scenario the person is an “extension of the machine” or a “cog in the wheel of production”. The unique qualities of the individual are of no value, in fact they get in the way of “success”. Industrial Age school is specifically designed to prepare people for this approach to life.

Think: factory, cubicle, call center. Go to work, check your personality at the door, do your job, collect pay, go home, drink beer/watch television, buy stuff... repeat.

Most business and work is still conducted in some version of this framework.

Now, in the Connected Age of Purpose and Play: YOU MATTER!

This is a BIG subject so we will skip to the bottom line for the purposes of learning this quickly so you can use this proficiency:

Life is for Play (not a school or a job) The way to play is to:
Be yourself -> Build Relationships -> Add Value

Be Yourself is about expressing your unique gifts and fulfilling your purpose.

Build relationships is about connecting with others and forming purposeful teams.

You add value to the lives of others by co-creating results with them and for them.

Each individual has a purpose to go out in the world and PLAY: connect with others and contribute in some way that is fulfilling for both.

You can't control the people you aim to contribute to, but you can influence them. There is no "right way" to do it, but you can keep getting better and better at getting the results you desire more and more often. You will succeed sometimes. You will fail sometimes. AND THIS IS VERY GOOD NEWS.

The reality that you can fail or succeed based on your ability to influence the outcome means that **YOU MATTER.**

Your ideas matter.

Your skills matter.

Your plans matter.

Your energy matters.

Your wisdom matters.

Your curiosity matters.

Your purpose matters.

Your resourcefulness matters.

Your view of the world matters.

Your environments matter.

YOU MATTER.

Wake up each day - fully alive - excited for another day of playing for results and engaging with your team (aka adding value in your unique way).

And having a coach to guide you toward playing better is a VERY good idea.

#16. Plays First



Plays First focuses your life on co-creating results and experiences. This is a fun challenge; you want to be fully alive when you play for your dream. Level up your environments to help you play BIG. Complete follow-up actions after you play to clear space for playing the next day.

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The essential steps for Plays First

1. Identify the key result needed to win the game and fulfill the purpose of the team.

Every worthwhile dream has one or more key results. Here are a few examples:

Leadership

Key result = a potential team member commits to joining the team.

Key result = a team member takes pro-active action to help the team win.

Key result = a team member engages fully with other team members, customers or advocates to make the team better.

Business

Key result = A stranger to your business learns about what you do and contacts you to learn more and become a customer or advocate.

Key result = A prospective ideal customer says “YES” to hire your company / buy something.

Key result = An ideal customer is “wowed” by the results you co-created with them; and recommends you to a friend.

Remember, a result is something that you really want to have happen that you cannot control BUT you can influence.

2. Identify actions that can be done to create the desired results.

The key here is to get the player right into the flow of taking action in pursuit of results. In most life dreams this means engaging with other people in some way, sharing something of value and asking them to do something with you or for you. This is a hugely creative process. Every player will find their own unique way to create the desired results.

3. Identify creative ways to upgrade the environment to make winning easier.

As your player takes action in pursuit of results they will face challenges; a challenge is anything that prevents the desired result from happening.

This is the pivotal moment of transformation!

The Industrial Mindset Worker will perceive this as a problem to be solved; get rid of something in the way. Under the illusion of control, not getting the desired result is like getting the wrong answer on a test; FIX IT!

The Connected Mindset Player with a Coach perceives this as a fun opportunity to create something new; to upgrade an Environment in a way to make it easier to get the desired result more often. (We will refer to the 9 Environments of YOU from Proficiency #14)

Examples include:

1. Create more skill at doing the key action (Self Environment)
2. Create a new idea / a new way to pursue the result (Memetic Environment)
3. Create a stronger relationship that provides support (Relationship Environment)
4. Create a connection with a resourceful person in the field (Network Environment)
5. Create an online resource that facilitates the desired result (Technology Environment)
6. Create a physical resource that facilitates the desire result (Physical Environment)
7. Create a new perspective that makes the action easier (Spiritual Environment)
8. Create a financial resource to fund a necessary upgrade (Financial Environment)
9. Create a practice that uplifts your body energy for better focus (Body Environment)

4. Keep playing! Let the dream PULL the Environmental Upgrade Projects

What a worker will do next is STOP playing until all possible creative projects are done. Do the work first, then you can play without failing. The trouble is, the work will never be done AND no matter how perfect you make the environment it will not guarantee results! Remember, control is an illusion.

AND if you stop playing, it is very likely that the Environmental Upgrades you make will not be fully relevant to your Dream by the time they are done.

What the player with a Coach will do is KEEP playing for the Dream everyday; enjoying the challenges of the Dream. Let playing for the Dream continue to fuel the energy for the creative projects that make it easier to get the desired results. Play First! Then “work” on the creative projects as time allows.

The act of playing for results for some amount of time every day (aka playing for your Dream) will keep fueling the creative desire to upgrade the environment. It will keep the creative juices fresh and generative.

The role of the Coach is to keep the player fully engaged in the Dream with energy and aliveness no matter what the results are each day. Keep learning and growing in the Dream.

And keep your player enjoying the ongoing creative expression of upgrading the environment. Creating a winning environment that facilitates results (aka adding value to others) is the joy of a lifetime; an ongoing legacy.

5. Orchestrate your day to be fully alive at “PLAY Time”

Play time is the part of your day when you are playing for results; most of the time this means interacting with others in a way that creates a desired result through positive influence. (Whew that is a mouth full!)

The key is, as much as possible, to orchestrate your day so that your energy is at peak aliveness for these interactions. It is not always possible and sometimes you will need to get into the game under some adversity; this is part of becoming a great player. Like everything else in the realm of play, you aim for what you want and then you play no matter what.

A few ideas here:

1. Be well rested.
2. Understand how your energy cycles through a typical day.
3. Eat in a way that energizes your body before you play.
4. Enroll everyone in your environment of the importance of your Dream so that they support your efforts to be fully alive during play time.
5. Find or create an energy clearing and focusing practice – life visualization for example – to do before you play.

6. Create the structures needed for the follow Up tasks.

Most dream activities will generate the need for some follow up. These follow up activities are important because they clear your mind and create the space for playing the next day. However, they don't require the same kind of energy as playing for results or creating environments!

These activities are typically routine; in other words they are done the same way every time. So it is another opportunity to create an environment – in the form of a system of method – for completing them in the most efficient way possible.

Examples of Business and Leadership Game Follow up tasks:

1. Send a “thank you” note.
2. Send a summary of key points.
3. Send a confirmation of next appointment.

4. Send a link to requested information.
(note: if the information page is YOUR information, creating it is an environmental upgrade project)

7. Summary of how to play your day.

1. Be clear about the results you aim to co-create.
2. Have a plan of actions to co-create the desired results; KNOW that the actions may or may not create the results
3. Dedicate some time to play for results every day.
4. Orchestrate your energy to be fully alive when you play.
5. Allow your experience of play to spark creative ideas for how to upgrade your environments to play better.
6. Enjoy the creative expression of your environment; the world you create for your Dream is your art.
7. Blend creating environments and playing for results into every day; DON'T wait for the projects to be done before you play.
8. Allocate some time for Follow Up tasks each day; this will clear space for playing and co-creating.
9. Create structures (systems and methods) to make your follow up tasks easier.
10. HAVE FUN! PLAY your day.

Key distinctions for Plays First?

1. To feel fully alive, make failure an option.

Remember that the Industrial Age trained us to learn how to do everything right and live life with the illusion of control. Life is a school. There is a test where you need to know the right answers. We learned to fear failure. A LOT!

But life is NOT a school with tests. It is a playground with opportunities to play for results and add value to others; you win some and you lose some AND you can win more often by expanding your influence. This framework for life can bring about an uplifting aliveness. You don't WANT to fail, you want to win. But the fact that you are willing to play where you might fail puts you at the edge of your comfort zone. It energizes you to learn and try new things and get better. This is where all growth happens. This is where you feel most alive.

2. The ability to orchestrate your energy toward creating results.

Every day is play day! However, some results are bigger than others when the opportunity is bigger. So as a player you know when you have a big game and you prepare and you do the little things that will give you the best chance to play your best when the game is on.

3. To be a REAL Coach you must have players NOT workers.

Most of what has been called coaching for the past 20 years is more like enlightened project management. It has been very project and task oriented. Lots of coaches used language patterns like task lists and "homework" etc.

REAL Coaches have players with Dreams in pursuit of results and experiences. As a coach, you only win when your players win. So you need to put a BIG focus on recruiting great players, or good players with great potential.

A simple but important axiom of coaching:

The BEST and FASTEST way to become a great coach is to have great players.

4. Environmental upgrades are essential BUT Be CAREFUL!

Upgrading the environment to make winning easier and more natural is an essential element of coaching. These projects can be a wonderful creative expression, however, you have to keep a close eye on this part of the process. Because we were all so indoctrinated into worker mindset and the perfection trap, we are all prone to getting overly focused on the environment. Often what happens is the player will get absorbed in the Environmental projects with an aim to get the environment perfect before they play again. This is a way of avoiding the risk of the game.

As the coach you can't let this happen! Keep your player in the rhythm of playing every day and making small steps in upgrading the environment every day. Let the experience of play pull the environmental projects. Do not let the game WAIT until all the known environmental upgrade projects are complete.

5. Upgrade Your Pattern Language

To thrive as a Coach it is essential that you upgrade your language to play language and bring this transformation to your players as well. Here are some examples...

Industrial Age of Work Language	Connected Age of Purpose and Play Language
Work Day	Play Day
Work Smarter	Play Better
Go to work	Get in the Game
Work Together	Team Play
Get it done	Co-Create the results
Solve / Fix the problem	Upgrade the environment

What are the general truths about Plays First?

1. We were born to play for results but we were trained to work on tasks
2. Re-orienting around play is really challenging at first, but it pays big rewards
3. To be truly successful and fulfilled in the Connected Age you need to be results-oriented NOT task oriented.
4. Results orientation requires more focused energy and risk agility than task orientation.
5. Playing for results is fun but also risky so it can be a bit scary. Working on tasks is comfortable and safe.

What is the value of Plays First?

The player (and you) will achieve greater status in the world and deeper fulfillment because results are a much greater value than completed tasks.

What are some questions to ask to Play First?

1. What is the key result you need to create to win your game?
2. What is your game plan for creating this result on a daily basis?
3. Can we explore what happened in the game using judgment-free awareness?
4. What did you learn about how to play the game better?
5. What is one environmental upgrade that you could create to make playing and winning easier?
6. What is the best method for completing the follow up projects so that they don't pile up and diminish your ability to focus on the game?

What are the benefits of Plays First?

1. It is essential to REAL coaching.

REAL coaching is about players co-creating results not workers completing tasks. Using this proficiency well is at the heart of REAL coaching. REAL = Results Energize Authentic Living.

2. The coach must really live it.

If you haven't adopted the PLAY framework in your own Dream of life, then you are just faking it, and your player will be able to tell. To master this proficiency, you must PLAY first in your life. It is OK if you often fall back into worker mode; just notice this and get back into play. Being a coach does NOT mean you have to be perfect.

3. It will help you lead in the Connected Age.

As more individuals and organizations look to leave the Industrial Mindset behind and transform their business and lives for the Connected Age, coaches can use this Proficiency to lead the way. You can be a tremendous asset to anyone ready to pursue results through purpose and play.

4. Increased joy.

The spirit of play is one of the most powerful energies within you. Playing for a real purpose will activate a flowing energy of joy. Tapping into your sense of wonder and giving yourself a reason to care and a reason to grow will also increase your joy; and your players joy.

5. Increased resourcefulness.

When you bring the opportunity to pursue the Dream of your own design into your life, it really engages your body, mind and spirit. I know it seems strange, but when you bring failure back into your life, you become incredibly resourceful as well.

6. Decreased frustration.

First if someone is stuck in work mode they will for sure be frustrated because completing the task list every day is an unwinnable game. But if someone is attempting to play and does not know how to connect playing for results with creating a winning environment they can also be in a state of high frustration. Using Plays First with these individuals will be life-changing. They know they want to play, now you can show them how to win on their own terms.

7. Powerful synergy with Proficiency #14: Designs Supportive Environments

The spark of desire to play better and win more often is a powerful source of inspiration for Environmental upgrades. It becomes an essential skill set for winning the game of life. Your beautiful environment can become a lifelong legacy.

8. Become a creative force in your own life and in the world.

The desire and ability to create is a fundamental human capability, and one that has been greatly underutilized by most people. Most people are yearning to be creative but they were told that they were not talented or artistic so they shut it down. By putting the focus on creating results and creating an environment your player can learn to see this as a form of creative self-expression; one where their unique view of the world is honored.

How do you know if you're getting it?

1. You start every new player relationship with game design.
2. You focus your players on results, NOT on problems.
3. When something “goes wrong” in the players game (aka results don’t happen), you immediately start looking for the needed upgrade in the environment. Remember, the players skill level is part of the Self Environment.
4. Life becomes a fun game for you and your players.
5. Your players start to speak play language.
6. Your players can’t wait to talk about results: win or lose.
7. Your players start to seek out feedback because they want to be great players.
8. You relax, because you know it is your players’ game and that they are resourceful.
9. You become comfortable with “failure”.
10. Your players day becomes a beautiful blend of creative projects to upgrade their environment, playing for results and completing follow up projects.

What are some common mistakes when using this Proficiency?

1. Putting results ahead of the player.

Coaching is all about results. But the results are not more important than the person. This is why Proficiency #15: Respects the Players humanity is so important.

2. Becoming the “Word Police” with Play Language.

Yes, it is important to speak play language with your player. And gradually they will begin to speak it as well. It can be very useful and even funny sometimes to point out where they are using worker pattern language. But don’t get obsessed with correcting this every time. Let it happen gradually over time.

Chapter 3) Develop ~ Enters New Territories

“The Certified Coach expands the player's thinking by weaving in new concepts, principles and distinctions during the coaching session, and also by inviting the player to experiment with new models, ways of doing things, and even to identify new goals or outcomes.

-Thomas Leonard

3.1) Coaching Theme: Develop

Develop is such a great word for coaching! It is the first theme of the bottom layer of the Coaching Pyramid which is the Play Together Layer.

Coaching occurs by being a practice partner so that you - the player - can experiment, grow and develop.

As a coach, or coach approach leader, a big part of your role is to orchestrate growth opportunities for your players to step into. Then you play with them and observe them and facilitate their development as players... all in service of your shared dream.

The Coaching Proficiency that best describes the urge to develop is #12: Enters New Territories.

In this Chapter we will also explore:

#06 Navigates via Curiosity

#13 Relishes Truth

In coaching session #3 you will do a Role Play with your player. In Life Coaching, the **role play technique** is the most true to the essence of coaching: practice together to play better.

In our Energy Alignment adventure we will explore the **Playful Conscious Mind**. It is vital that you guide your player on the path of transformation from working on tasks to playing for their dream.

*** From the Player Playbook: Energize Your Dream ***

3.2) Player Audio for Session #3

[Listen to this audio to prepare for Session 3.](#)

3.3) Develop

Develop is such a great word for coaching!

As a player you are always excited to develop into the next version of YOU!

Develop is in the same ballpark as Becoming.

Here is the definition of Develop from dictionary.com:

1. To bring out the capabilities or possibilities of; bring to a more advanced or effective state; to develop natural resources; as in: *to develop one's musical talent.*
2. To cause to grow or expand: *to develop one's muscles.*
3. To elaborate or expand in detail: *to develop a theory.*

4. To bring into being or activity; generate; evolve.

SO FUN!

This is what you and your coach are doing together. Your coach is orchestrating growth opportunities for you to step into. Then you practice with them as they observe and facilitate your development as a player... all in service of your shared dream.

The KEY point is that in Life Coaching your development is co-created by you and your coach together. They are not doing it to you or for you. You are not doing it alone.

3.4) A few thoughts about Pivotal Moments

In life there are a lot of moments! As a player, you cannot practice EVERY moment with your coach. So, you and your coach need to cultivate understanding about what the pivotal moments are in your Dream and then practice those.

A pivotal moment is one that has a big impact on whether or not you create the results and experiences that you desire.

There are many possible scenarios for a pivotal moment in life. Here are three basics:

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

The way your coach guides you is by practicing pivotal moments with you!

Let's focus briefly about how we do this in Life Coaching.

Yes, Life Coaching involves a lot of talking. BUT it is super important that you know the difference between “talking” and Practicing in Conversation! A coaching relationship is so much more than talking. Think about a voice coach or a basketball coach. Yes, they talk with their players a lot BUT, they also practice with them by singing or jumping on the basketball court to demonstrate something.

3.5) A Few Thoughts About Practice

- Play and practice go together. Practice is the pursuit of playing better.
- Play is something that you cannot control but you can influence. Practice is about gaining more influence in a recurring activity or situation; or the ability to co-create the desired result more often.
- Adults often absorbed an Industrial Age belief that they SHOULD know how to do everything already and as a result resist practice.
- Adults often feel vulnerable when they don't know how to do something. So they just try to avoid it or fake it rather than seeking a way to practice.

- Practice is the pathway to mastery; there are so many activities that are fun and useful to master.
- With practice essential actions become "natural"
- To practice you have to allow yourself to "NOT KNOW" how to do it; or allow yourself to not be perfect.
- Practice is a way of getting feedback. Because of Industrial Age environments where feedback meant that you screwed up, most adults have learned to avoid feedback. To become awesome at Social Play in the Connected Age you must become fluid with feedback experiences. Keep growing.
- For people who have the desire to play better, feedback is the “Breakfast of Champions!”

Embrace challenges!

In this session your coach is going to do a slightly deeper dive with you on the challenges that you are experiencing and noticing.

This can be challenging... because in the Industrial Age having a challenge means you aren't doing it right; whatever IT is.



When you are a player, playing with activities that you can't control but you CAN influence, every challenge points the way to a new growth opportunity.

This leads us to the fun challenge of relating for influence which we practice with the Role Play Technique.

3.6) Practice Relating for Influence with Role Play

The more you study the Dreams of life, like personal growth, business, leadership or romance, the more you realize that communication / relating is the primary activity. Playing for a dream is mostly about talking to other people and playing for influence!

Relating for influence is a form of social play and it involves social risk; specifically the risk of rejection. Social play is connected to our sense of belonging and our status with a person or within a group. If we get a “Yes” our status goes up. If we get a “No” our status goes down. It may sound childish in a way, but to your inner being, social status is a very BIG DEAL.

Relating for influence has MANY underlying factors like being present, really listening and sharing authentically.



Your coach will use the Role Play technique with you to help you become a skilled relator through practice. Practice leads to agility and confidence. As your coach plays roles that you want to practice influencing, you will become a more playful and resourceful player in life.

In most dreams there are MANY distinct conversations that you can identify and practice.

The key to a good role play is to hone in on:

A) a very specific conversational skill

OR

B) A very specific conversation situation

Examples of distinct conversation (Skills):

- Ask someone for something
- Ask someone for something that you need
- Ask someone to do something with you
- Ask someone to do something for you
- Make a request for support
- Make someone an offer to do something for/with them
- Ask someone to change their behavior in a positive way
- Speak your truth to someone
- Introduce yourself to someone in a way that sparks deeper conversation
- Invite someone to hire you for something and discuss the money!

Examples of specific conversation situations:

- I need to ask my boss for the opportunity to lead the new project.
- I want to call Bill from the Chamber of Commerce and suggest that I give a talk at our next meeting
- I want to reach out to Sally and let her know that I want to be a part of the community leadership team.

There are so many possibilities!!!

3.7) The Role Play Technique

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

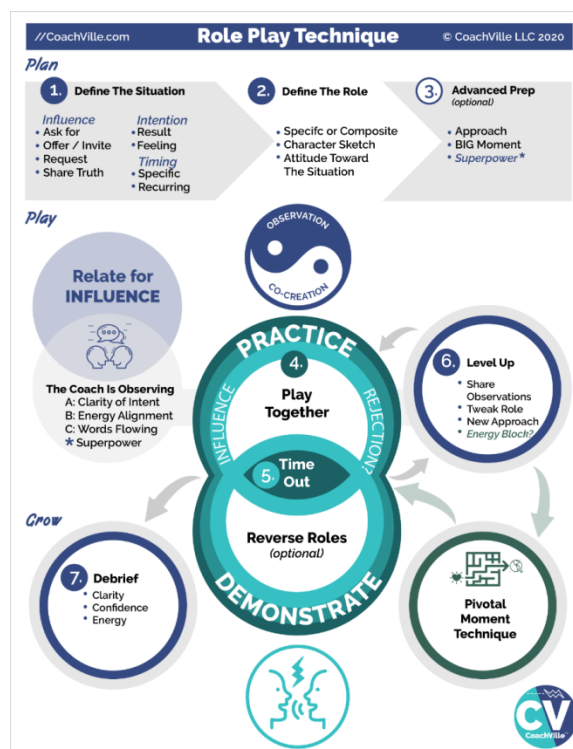
In this session your coach will use Steps 1,2,4,5,6 and 7. Notice the flow: Plan – Play – Grow.

1) Define the situation

What is the conversation you want to practice?
What is your intended result or feeling?

2) Define the Role

Your coach will ask you to give a character sketch of the person. If it is a specific person you can share those details. If it is a recurring conversation then create a composite sketch of common characteristics



4) Play Together

Your coach will jump into the role and play the situation out with you while also observing:

- Your clarity of intent
- Your energy
- Your flow of words

5) Time Out

Your coach will call time out - Or YOU can call time out – to step out of the situation.

6) Level up

You and your coach can explore:

- How YOU feel in the situation.
- How they can improve the role to make it more valuable for you.
- How you might approach the situation in a different way.
- How you can practice expressing one of your Superpowers.

4) Play Again

You and your coach may practice the conversation a few different times.

7) Debrief

You and your coach will reflect on the practice to look for growth and growth opportunities.

NOTE: We will do a Role Play with the Pivotal Moment combination in Session #5

3.8) What are your Superpowers for Influence?

My main objective in asking you this question right now is for you to:

- A. Realize that you do have superpowers of influence.
- B. Start looking for them within yourself through your experiences
- C. Start to imagine becoming a capable influencer through practice with your Coach!



We all have Superpowers for influence and we used them freely when we were small. But usually this didn't go so well. So over time the playful influencer within us went underground. Meanwhile, whatever form of influence was effective within your family of origin is the one you developed and the one you probably use now. The need to belong is a powerful force that causes us to adapt in a lot of different ways; many of which don't serve us well when we aim to play BIG for our dreams. I will get into this in great detail in Chapter 5 of this playbook.

For now though, I want you to look back at the page of Super YOU playsheet in Chapter 1. This time look at the phrases and try to remember yourself as a young influencer. Or another way is just to reflect on a phrase and see if it stirs anything within you.

For me, using this exercise I recognized my superpower called: “Approach With Sensitivity”. When I began the process of activating it and practicing with it, I gained a lot of confidence in situations when I wanted to relate for influence.

You can do it. And as always... expect it to feel risky at first... and be prepared to practice a lot before you feel confident with it.

3.9) Playful Conscious Mind (Energy Alignment)

Think playfully.

Act playfully.

Your playful mind was squashed pretty hard in the Industrial Age. BUT it is in there. Hopefully you are starting to feel it and recognize it.

And also recognize it is NOT easy to shake free of the Industrial Mindset of working on tasks in isolation and doing everything perfectly, never make mistakes; only do what you can control.

If you ask for help you are a cheater. We heard these messages and saw them play out over and over. You saw kids in school being shamed for getting wrong answers or low grades and it probably happened to you as well.

BUT... You are a human and all humans are born to play.

The spirit of play has many awesome qualities:

Curious and Creative

Resilient and Resourceful

Explore and Experiment

Wonder and Fun. And Joy

Enjoy the activity... enjoy the challenges. Enjoy the unknown.

Enjoy the growth... enjoy the pursuit of getting good at things.

Choose to Play for influence in the your community... for your company... in the world.

The first step was to tap into their hearts desire to contribute to the world in some way; this is the calling of your dream.



Let's explore the relationship between the playful conscious and the other elements in the Energy Alignment Game.

Super You – playful you wants to be awesome!! Activate your imagination to envision the next version of YOU; who YOU need to become to fulfill this dream.

Your coach is reintroducing you to your Playful Conscious Mind. This will be essential to becoming the next version of you because the way we BECOME is through play!

Side note: This is the theme of our Play Life Program which has the butterfly as the symbol.

Non-conscious Mind... It's complicated. When you feel socially safe, your non-conscious mind will supply you with amazing insights and spontaneous playful ideas. When you don't feel safe your non-conscious mind will stop you from playing.

Environment – That depends!! When you are in an environment of profound belonging it will call for your playfulness and Super YOU. There will also be people who you observe and get inspired by. In an environment where you and your playful power don't belong, you will feel the 7 social fears of playfulness quite intensely.

Supermind – The sense of wonder; the trust in life... embracing what is happening and responding to it resourcefully...these are playful.

The BIG idea is this

When you work... you are a replaceable cog in the wheel.

When you play..YOU matter! Your unique abilities and contribution make the difference.

In the model for the Playful Conscious Mind are the symbols for the four Pivotal Moments of Social Play that I shared with you in the Introduction. These are the FOUR ACTIVITIES that everyone with a BIG Dream wants to get better at and have more of.

- Create for **Expression** (and sharing)
- Relate for **Influence**
- Explore for **Visibility**
- Experiment for **Change**

One of the major undercurrents of having a Life Coach is they persistently encourage you to shift from the Industrial Work Mindset you learned in school and jobs into the Connected Play mindset you were born to live by and must reawaken to pursue the dream.

The key distinction is to shift their mindset and approach:

From Industrial Work Mindset : Just get the task done

To Connected Play Mindset: How can I get good at this? How can I enjoy this?

Another related shift is:

Industrial Mind: I should be able to control this by myself.

Connected Mind: How can I co-create this with others... or with life?

Practicing together is the key to reactivating their Playful Conscious Mind! Practice is missing from our lives as adults. We rarely practice anything. Mostly we just do it and we usually think that we should be able to do it right the first time without ever making mistakes.

Practice with a coach is a safe space to experiment and grow.

Examples of practicing doing things that you want to get good at

Just get it done	Enjoy the activity and get good at it by co-creating results
<i>Create for Expression:</i>	
Write an article	Have fun expressing your ideas; Your article attracts comments on your blog.
Make a video	Have fun expressing your personality. Your video attracts “Likes” that lead to connections on Facebook.
<i>Relate for Influence:</i>	
Talk to someone about your business / project / cause	Have fun expressing your value. They are inspired to hire you or advocate for you
<i>Explore for Visibility</i>	
30 minutes on Facebook / Linked In/ etc.	Have fun following your curiosity. Your time on a Social Platform leads to 3 connections for an exploratory conversation.
<i>Experiment for Change</i>	
Conduct the team meeting the same way you always do.	Have fun trying a new approach to the team meeting and then solicit private feedback to find out if they enjoyed the new approach.

3.10) Prepare for Session #3 – Develop

Your BIG Dream: Every time you speak your dream out loud with your coach it gains energy.

Explore the Fear / Growth Zone

Celebrations ~ Insights ~ Actions and Results here

As you share about your experiences you will gain clarity and awareness!

Challenges and Superpower Discoveries

We explored this at the beginning of the chapter. The key is to be playful in how you talk about them. Embrace the power of co-creative conversation to expand your possibilities!

Role Play and Ah-ha moments

Come prepared with an idea for a conversation to role play; OR a few to choose from.

Immerse yourself in playful practice. You will be amazed at what you discover.

Growth Zone : always remember that the purpose of a coaching session is to play and grow while you are in the session.

Pivotal Moments... keep looking;

Challenges... keep looking!

One thing that I have noticed about people who aim to play BIG... they go beyond embracing them and they LOOK for them. The next thing is just a quick reminder to LOOK for your pivotal moments: moments when you avoid or delay an action or notice that you are avoiding a social risk. These are the type of challenges you want to share with your coach. It will open up growth opportunities that you can explore together.

We will play with the Pivotal Moment Coaching Technique in Session #4.

Play Plan

Make a few notes about actions you want to play with this week!

3.11) Coaching Notes for Session 3

Develop by Entering New Territories

Featuring Role Play Technique

Be aware of opportunities to use these Proficiencies:

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

Energize Your Dream Session #3 Notes		Date:
The BIG Dream:		
CELEBRATIONS	Explore the Fear / Growth Zone	
INSIGHTS	ACTIONS AND RESULTS	
CHALLENGES	SUPERPOWER DISCOVERIES	
SESSION FOCUS: ROLE PLAY AH-HA MOMENTS Growth Zone What did you learn... About playing for your dream? About yourself and your Superpowers? Play Plan: What are the actions / perspectives you will focus on?		

Practice Together

As Life Coaches we must find creative ways to bring the “Practice experience” to our coaching sessions. For one reason: this is what coaching is. For a second reason, we don’t want Life coaching to resemble talk therapy or counseling! So we need to bring the “play together / practice together” energy to what we are doing!

In this program we will use three excellent techniques to Practice TOGETHER in conversation: Role Play, Pivotal Moments of Choice and Co-Create Awareness.

Role Play is the most clear and obvious way to get into a playful practice of an experience that goes way beyond “talking”. AND it gives you an opportunity to do a second coaching essential: observe your player at play and share what you observe.

Relating back to the four pivotal moments of social play, Relate for Influence while facing the risk of Rejection is the one we can practice with a role play to spark development.

Pivotal Moments of choice – that we will play with in Session #4 – is a way to play together with a situation in the players’ imagination as if you were a coach and player watching a performance “video” to find ways to perform better.

Co-create Awareness – that we will explore in Session #6 – is a technique for being playful in a conversation.

Part of your opportunity as a coach is to create your own signature “Practice” experiences that take you and your player way beyond “just talking”. When the spirit of play and co-creation are close at hand, you are on the path!

Thoughts about Role Play

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

The bottom line is that playing for a big dream requires practice. 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. And it allows the player to build confidence in their abilities as a relator; especially in a conversation for influence where they feel the risk of rejection.

Going Deeper Into the Role Play Technique

Let’s go a little deeper into the Role Play Technique and Model. Here are a few thoughts beyond what I included in the Player Playbook in Section 3.7.

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.

Observation ~ Co-Creation

This is on the model to remind you that this is the centerpiece of the coaching relationship and that Role Play is the premium way to bring this framework to a coaching session.

Relate for Influence

Coach: while you are co-creating the scenario with your player and then practicing with your player you are also OBSERVING your player.

You are observing:

A) Clarity of Intent – listen carefully as they define the scenario and then in the role play assess how clearly they are moving toward their intention.

B) Energy Alignment – while you are playing in the conversation is it vital that you pay attention to the feelings that you notice within your Self and feel coming from them.

C) Words Flowing – The words that someone speaks are mostly effected by their clarity of intent and flow of energy. Yet, sometimes there are better ways to say things that you can suggest after a time out.

*) Superpower – This is a subtlety of advanced coaching. If the player wants to practice a particular Superpower for Influence – which is awesome – then be prepared to notice when they use it or AVOID using it.

PLAN

Notice the Plan – Play – Grow sequence within the Role Play Technique. It's a pattern!

In steps 1,2 and 3 you are getting just a few details so that you can play the scene with a fair degree of authenticity. It is play so it does not need to be perfect or exactly accurate; just close enough for your player to “get into the moment” with you.

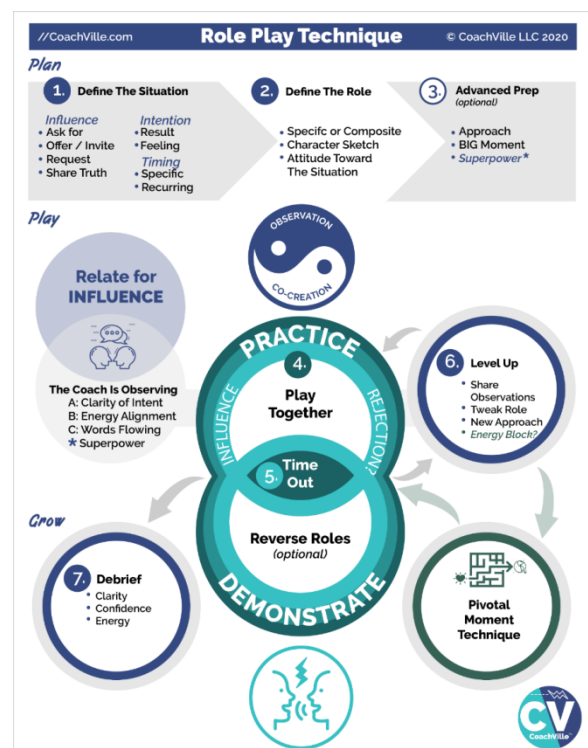
1) Define the situation

What is the influence they are playing for?

- Ask for something
- Offer something they want them to accept
- Invite them to do something they want them to say yes
- Request for support; for an action; for a change
- Share a truth; something they want to say and want to be heard

What is the intention?

- What is the result they are playing for? What do they want the other person to do?
How do they want the other person to feel?



- What is the situation? : Is this a one-time situation with a specific person or is this a recurring situation with a type of person.
- Usually there is something they want the other person to say “Yes” to and commit to an action.

2) Define the “Role”

Is this a specific person or composite of a typical person?

Character sketch: what are their essential qualities?

Attitude: what is their likely point of view about the situation?

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.

3) Advanced Prep

If you have plenty of time you can explore these before jumping into practice.

What is your approach to the conversation? How are you going to authentically move them toward the “Yes” you are playing for?

In the conversation, what is the big moment for the player? As the coach you can steer the scene toward this moment.

PLAY

4) Play together

Just jump into the role and play. Allow the character you are playing to come through you. Don’t think about it too much or worry about if you are doing it right! Truly... the more you allow yourself to co-create in the flow, the better the practice will be for your player.

The first time you play the scene, “play it straight”. In other words, use a light touch and allow your player to do their thing so you can observe them.

When you get to a second time in the scene or more you can add different twists to challenge your player.

5) Call time out!

Either the coach or the player can call time out to end the scene.

6) Level Up

Talk it over for a few moments.

A) Share observations. What did you FEEL is the most important thing to share because that is the part they don’t know about.

B) Ask your player if you need to tweak how you are playing the Role in any way?

C) New approach of experiment? Sometimes the player will immediately know that they want to try it again a different way. Sometimes you will need to share a few ideas and co-create a new approach with them.

Play Again

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

As you and your player get more confident in this type of practice, YOU can really push the growth opportunities by bringing more challenge to the role play scenarios.

Advanced Technique... Reverse Role Play

Reverse Role Play is where the coach plays the role of the player and the player plays the role of the person they are going to talk to.

This can be really powerful for 2 reasons.

1) It gives you – the coach - the opportunity to demonstrate a new way for the player to approach the situation; demonstrating new ways is a classic coaching move.

2) It gives your player the opportunity to put themselves into the perspective and mindset of the person they want to talk to. By “stepping into their shoes” and playing as them, they start to imagine new ways to approach them.

Combination Technique... Pivotal Moment

The Pivotal Moment technique can be used when the player experiences some inner resistance to something they intended to say or do in the conversation. This happens A LOT because we have all absorbed a lot of fears of rejection. These fears take many forms like the fear of asking for what you want or the fear of offering something that might fail; lots of things like this.

We will explore the Pivotal Moment technique in Session 4.

And we will practice the combination of the two techniques in Session 5. AWESOME!

GROW

7) Debrief

Practicing a conversation like this is very empowering for the player. And it an experience of real coaching because the player will grow in clarity, confidence and energy alignment WHILE you are practicing with them. It is important to capture this growth after the practice time. It will propel them out into the world to play what you practiced.

TRANSFORMATION: Here we are doing just one role play. My hope is that your player hires you for a very long time and you do MANY role plays together. This will create a powerful coaching path to deep playful growth. YES!

3.12) Coaching Proficiency #12: Enters New Territories

Introduction

The Certified Coach expands the player's thinking by weaving in new concepts, principles and distinctions during the coaching session, and also by inviting the player to experiment with new models, ways of doing things, and even to identify new goals or outcomes.

Players don't usually ask the coach for this, but these are key ways that value is created for the player.

Examples:

1. Broach topics that player didn't retain you for.
2. Share ideas/distinctions that will expand the player.
3. Experiment.
4. The key distinction is broaching vs. reacting.

Learning Objectives

1. What Entering New Territories means.
2. What new territories are and how to enter new territories.
3. Broaching vs. reacting.

#12. Enters New Territories



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What does entering new territories mean?

1. Broaching a topic the player did not hire you for.

In the course of discussing the topic you were hired for, the player will often introduce new topics or new challenges, without even realizing it. Often it will be in the process of discussing why something hasn't happened yet. This provides the entry to the new territory.

2. Share ideas that will expand the player.

As you share your ideas about new territories, it will help the player think beyond their current assessment of the situation, expanding possibilities and options. It will usually help them create a more compelling plan, or think a lot bigger.

3. Bring something up rather than just react to it.

Rather than reacting to everything a player says, you can ask questions. Even if you don't know what the new territory might be, in the process of thinking about your questions, the player will identify a new territory they would like to explore.

What are some general truths about entering new territories?

1. Coaching can get boring or predictable unless new territories are entered.
2. Most players need YOU to introduce them to new territories.

12 New Territories Worth Entering

States/Feelings



Environments



Ways of Thinking/Paradigms



Ways of Prioritizing



Standards



Capabilities



Lifestyle



Areas of Knowledge



Proficiencies



Revenue Models



Self-understanding



Magnitude/Legacy



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Key Points/Topics

1. Broaching vs. reacting.

When you enter new territory, you are thinking of possibilities, thinking larger. It's a way of responding in a new way to what is going on, seeing where it could take you, rather than reacting to the event.

2. Experimentation vs. moving in.

Entering new territories is like an experiment, being an explorer. The player needs to know they don't have to commit to the new territory or path. A territory is a place, a location that you move through.

#12. Enters New Territories



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What are the tools to use when entering new territories?

- **Educational Tools.**
Use principles, concepts, and models to help the player understand and navigate the new territory.
- **Discovery Tools.**
Use tools of discovery to help the player evaluate the new territory and their relationship to it. Use assessments, exercises, and questions.
- **Awareness-Building Tools.**
Use awareness-building tools to help the player capitalize on the opportunities of the new territory. Help them make distinctions, develop strategies, and create meaningful segues.

What can the player expect?

To shift from running in circles or feeling complacent and predictable, to feeling intrigued, expanded, and shifted through the coaching.

How do you enter new territories with players?

1. Offer a higher, or different, level.

If your player says they want a certain result, ask what having a different level of result would mean. If they want to be an expert at something, ask what it would mean to master it.

2. Play with options

Offer options, slipping in something outrageous, and see which direction they want to go.

3. Discover distinctions

Ask what distinctions they have made as a result of X. The distinctions will naturally take them toward a new territory.

4. Ask permission.

You want to enter new territories with some elegance and finesse, not abruptly change the subject. Ask if you can share an idea you have or an option you notice. Invite them to experiment or brainstorm. "Is this something that's causing you pain that you'd like to begin resolving today?"

5. Offer a different perspective.

By offering a different perspective, or by identifying a different possible meaning, you broach a new territory with a player. New perspectives can shed light on something the player hadn't noticed.

6. Turn and look at the existing structure.

If the player is struggling to do something differently, turning them to look at their existing structure is a way of introducing a new territory.

What are some key distinctions?

1. Curiosity

This Coaching Proficiency is closely connected with others, particularly Navigating via Curiosity. If you and the player are curious, simply for the sake of curiosity, there won't be any screening or filtering, which will allow new territories to be considered and decided upon without angst.

2. Solving the problem vs. offering a new territory.

Some newer coaches feel pressure to solve the problem for the player. By offering a new territory you are not solving the problem, you are helping them expand their options so they have the opportunity to choose.

3. Follow the player.

Open the door to the new territories, but let the player pick which one to follow.

Why is this a Proficiency?

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

Broaching a new territory, particularly one that is outside the scope of the coaching arrangement, requires the coach to be keenly aware of their motives and intuition. You must be confident in knowing yourself and your skills to bring up new territories elegantly.

2. Must be able to get out of your own way.

If you think you know what's right for the player, you'll get in your own way, blocking the way to the new territory that would serve the player best. You must be even more open than the player.

3. Requires mastery of basic coaching skills.

If you come in with an agenda or the desire to practice/demonstrate your coaching skills, the path to new territories will not go smoothly. Basic coaching skills must be automatic

for you in order to pull this off. This is more than knowing it intellectually (being an "expert"), it is having it in your bones (mastery).

What are the 12 primary sources of energy to consider when entering new territories?



How does Entering New Territories make you a better coach?

1. Creates possibilities, expands creativity.

By introducing new territories to explore, you help your player create new possibilities and meanings for their situations. By taking the focus off the heaviness of the situation, to the freedom of the new territory, the pressure will be reduced and creativity expanded.

2. Coaching can go faster.

When you offer a new territory, coaching can go in a whole new direction at a much faster pace. It's as if you can compress time by pointing out some new directions. It can save years off the searching and finding process.

3. Generates solutions to pick from.

Broaching new territories always opens up possibilities, generating multiple solutions or directions to pick from. This is particularly useful when the player is feeling stuck.

4. Might change the player's life forever.

Offering that unexpected comment might be just the comment that changes the player's life forever.

What are some questions you can ask?

1. What would be ideal for you?
2. What would that look like?
3. What would be a new standard for you?
4. What if you looked at it from X perspective?
5. Can you think of another alternative?

How do you know if you're getting it?

1. Recognizing perspectives.

You recognize what perspective, or frame, your player uses to view the situation, and have ideas of other possible perspectives. By introducing a new angle you widen the frame for the player.

2. You are having fun.

Exploring new territories can be fun - for you and the player.

3. Questions vs. telling.

When you notice that you are asking questions, versus suggesting how the player might want to view it, you'll know you're getting the distinction between broaching and reacting.

What are some common mistakes when using this Proficiency?

1. Needing the player to enter the new territory.

Remember, this is all about the player. Let them choose whether to enter or not.

2. Thinking you know the right answer.

Again, the player's wisdom will be more powerful than yours, even if it's exactly the same. Help them discover their own truth through their territories.

3. Solving vs. being there.

Newer coaches often feel the pressure to "perform" by solving the player's problem. Much of the power of coaching comes from your being there and the relationship between you and the player. Besides, player's don't always want you to solve their problems. Guiding them to do it themselves will empower them more - and make them believers in coaching.

3.13) Coaching Proficiency #06: Navigates via Curiosity

Introduction

The coach who is naturally curious can be well-guided by that curiosity. After all, coaches are in the discovery business and how can you help the player find new and better ways of doing things, if you are not curious? And the real benefit of curiosity is that it leads to learning for both the coach and player.

Examples:

1. Be curious about situations.
2. Be curious about dynamics.
3. Be curious about the facts.
4. The key distinction is curiosity vs. information gathering.

What is navigating via curiosity? Some distinctions...

1. Interested vs. Interesting

Being curious is having a genuine interest in the player and their situation. When you are being curious, you are focused on the player rather than on yourself and how you are doing as a coach. Being curious is about being intrigued by the player (or the situation), rather than you trying to be intriguing to the player.

2. Questions vs. Interrogation

As a coach you get to ask lots of questions, and that's the most obvious ways to express curiosity. Being curious is not the same thing as information gathering. Pay attention to whether you are questioning from curiosity or shifting into interrogation mode. If you are interrogating, the player will resist, whereas if you are curious, it will help the player open up - to themselves as well as you. They can tell when you're on the hunt.

3. Navigating vs. Driving

Remember that your role as the coach is to navigate, not drive the player or provide the power for movement. When you navigate via curiosity, you are using curiosity to draw out whatever might be there. In doing so, the player may find their way into a whole new area of inspiration.

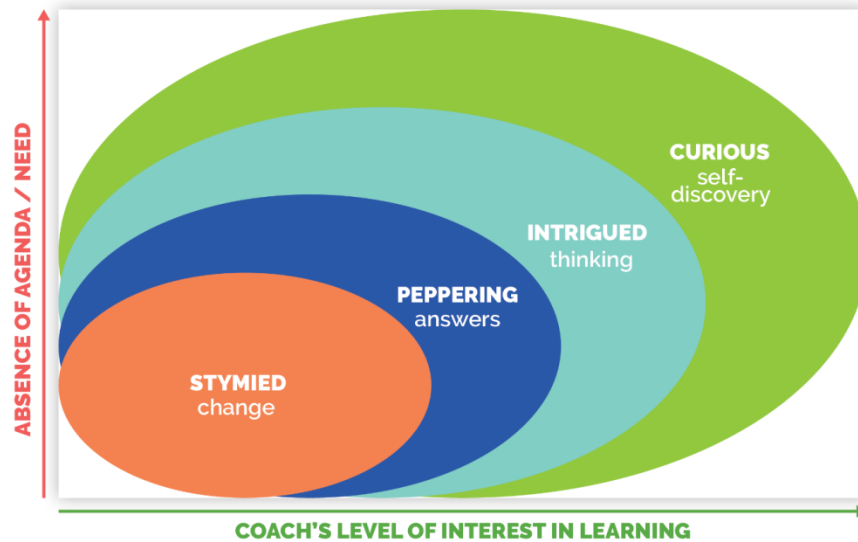
4. Curiosity for the sake of curiosity

Most coaching sessions are results-oriented. After all, isn't that what your players are paying you for? Interestingly - or perhaps curiously - when you are simply curious for the sake of discovery, not with a specific agenda or outcome in mind, the player often makes much more progress. Why? Because it helps them get to the most interesting parts for them as well.

5. Innocence

True curiosity comes from a place of innocence. Mastering innocence, after having it trained out of you, is often difficult. Being truly, innocently curious means not having an agenda for the conversation. When the coach is intentional, it can sometimes act as a barrier between the coach and the player.

#6. Navigates Via Curiosity



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How to use this proficiency...

- **Care less about...**
The outcome.
Impressing the player.
Sharing "facts".
- **Let go of a need to...**
Provide value.
Fix or resolve the problem.
Change the player or the circumstances.
- **Be more...**
Innocent and childlike in your questions.
Interested in the player.
Trusting of the process.

#6. Navigates Via Curiosity



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What are some general truths about navigating via curiosity?

1. Curiosity opens more doors than interrogation.
2. When you are curious, it gets the player thinking.
3. Curiosity strengthens your intuition.
4. Curiosity can presence unexpected value.

What is there to be curious about?

1. The situation.
2. The dynamic.
3. The person.
4. The facts.

How do you know you're really being curious?

1. The player opens up.
2. The player takes the initiative to think.
3. You learn something new.
4. The player becomes a more curious person.

What to let go of in order to easily be curious

Need to investigate



Need to resolve/fix



Need to help



Need to go somewhere



Need to provide value



Need to engage



Need to be interesting



Need to save the day



Need for situation to change



Need to provide a solution



Need to know the facts



Need to impress



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Why is this a Proficiency?

1. Requires Keen Self-Awareness and Self-Confidence

The ability to navigate via curiosity requires a keen sense of self-awareness, and ability to get out of the way of the process so that it can evolve naturally. To master navigating via curiosity, a coach must feel confident in themselves and their abilities to handle any situation. Curiosity is a place of not knowing yet, and not being results-oriented. It takes an advanced coach to be comfortable with this.

2. Nuances

Navigating via curiosity is a subtle skill with many nuances. It's somewhat difficult to put in to words, but you'll know it when you have it. All coaches learn how to ask questions, but how do you know which questions to ask - the questions that take you both to a deeper level of understanding and inspiration? The nuances are subtle.

3. Being courageous and trusting the process

To really navigate with curiosity, not jump into solution mode, means having faith in the process of coaching, trusting in the joy of being curious, knowing that it is valuable in its own right. The less courageous coach feels compelled or obligated to share their opinion, give advice, or jump into solution mode in order to "add value". Coaches have been trained to move the player forward. With curiosity, it just appears to go nowhere for awhile.

4. The ability to BE without performing

The Certified Coach is one who has moved beyond the beginner level where there is great concern about adding value and performing. The Certified Coach understands that who they are, and their curiosity, is the greatest gift they bring to the coaching relationship.

Benefits - How does navigating via curiosity makes you a better coach?

1. Leads to learning for both the coach and the player.

By uncovering what is intriguing and inspiring to the player, you both learn more about what is most important to the player.

2. Creates a relationship with the player.

When you are navigating via curiosity, you are fully present with the player, not assuming you know what is best. Also, by demonstrating real curiosity, the player feels valued and trust is enhanced.

3. Gets you off the hot-seat.

When you're being curious, the player does most of the work. You ask the provocative questions, and the player figures it out.

4. It expands possibilities.

When you and the player are in discovery mode rather than problem-solving mode, there is an openness, and opening-up that occurs. New ways of thinking about the situation, facts, or dynamics can be discovered.

5. Uncovers nuances that might otherwise be hidden.

By being curious, you can help uncover nuances or hidden concerns or lack of clarity that you might not notice if you forge ahead into solving the problem or creating the strategic plan. By avoiding the tendency to solve, you actually help the issue evolve.

6. Heightens your awareness of inklings and intuitions.

As you develop this Proficiency, you will become more attuned to the inklings and intuitions you get as a coach. Learning to read these, and act on them, advances you significantly as an in-demand coach.

7. Provides structure and content for future coaching sessions.

If the player doesn't get clear about what you are discussing, it means they aren't clear about moving forward with it. That's great because it gives you a great topic to structure coaching around.

What are some curious questions?

1. What is something intriguing you are working on or have been thinking about?

2. What is it that intrigues/inspires you about that?
3. Where do you fit in that?
4. Tell me more about that.

How do you know if you're getting it?

- **You are having fun!**
Being curious is having fun. It has a lightness about it that isn't felt when you are super agenda-oriented.
- **You are not worried about your performance.**
To be really curious about someone or their situation, you have to be focused on them, not thinking about yourself and how well you are doing as a coach. You can only be genuinely curious when you are truly present with the player.
- **The player is uncovering a deeper inspiration and awareness.**
The player will start having "aha" experiences. You will hear their own curiosity get peaked as you navigate this way.
- **You are building a bond with the player.**
The player is usually the center of attention when you are coaching. When you are navigating via curiosity, it is a blend of the topic becoming the center of attention, and the player being so important that you are eager to know more about them. This blend creates a safe environment free of judgment in which the player feels genuinely cared for.
- **You FEEL curious, intrigued, and can't wait to find out more.**
Do you have a great job or what?!

What are some common mistakes when using this Proficiency?

- **Trying too hard.**
Most coaches try too hard to "do it right". Players can feel the angst in your voice.
- **Asking too many questions - even peppering the player with questions.**
Note the point above about questions vs. interrogating. Why are you asking those particular questions? Is it to gather information, or is it discover more about the topic?
- **Talking about yourself.**
A common mistake for coaches who feel a need to show they've "been there before." When you are being truly curious, you have no idea where the conversation will go. Get into the Zen of it all, no proving allowed.
- **Judging too quickly.**
Being curious is perhaps the opposite of laser coaching. While you may find yourself asking laser like questions, avoid the temptation to believe you know the answer. You will get inklings and hunches. Trust them, and ask questions to draw the player out. Don't tell them. Be willing to accept that you might be off in your assessment.
- **Trying to prove your value.**
This seems to show up mostly when coaches are unsure of their own value - and especially if they have a bag full of tricks they want to use. Relax into the process.

- **Being too agenda-oriented.**

Again, the desire to "get something done". If you let curiosity be your guide and then ask your player what they got out of the session, you might be surprised to hear they felt it was the most valuable session to date.

3.14) Coaching Proficiency #13: Relishes Truth

This may sound obvious, and it's deeper than that. After all, truth is a level above mere honesty, as in there is always a truth about a situation, person or event that, when discovered and articulated, can transform one's life or business. Certified Coaches have come to enjoy and orient around truth as a source of joy and guidance.

Examples:

1. Come to enjoy/relish truth about the player's abilities and limitations.
2. Teach the player how to relish the truth for the pleasure, not just the utility, of it.
3. Be open to truths about your coaching style/paradigm.
4. The key distinction is relishing truth vs. expecting honesty.

Learning Objectives

1. What "relishing" is.
2. How relishing the truth aids the coaching process.
3. Questions to elicit relishing the truth.

Key Points/Topics

1. Relishing truth vs. expecting honesty.

Honesty only goes so far. We're talking about the whole notion of truth as larger than just what you think about a situation. There is always a greater truth about a situation, a person, or an event, that once articulated, can provide greater meaning and resources. Honesty is your own reality. Truth is reality.

2. Relishing is...

Taking a keen or zestful pleasure in; to enjoy the pleasure of...

It is not "trying" to enjoy. If you're "working at it", you're missing the point.

3. Which comes first - the relishing or the truth?

Either could come first. It's more fun when you are relishing before you know what the truth is. Coming from the perspective of relishing, anticipating the relishing, creates the space for it to pop up. There are tons of truths you might not ever recognize or notice, but having a "relishing" attitude makes it easier for the truth to present itself.

4. Relish the truth about the players abilities and limitations.

It's all good - and it all holds a truth. Enjoy it and you will help your player enjoy it - rather than judge it.

5. Teach the player how to relish the truth for the pleasure, not just the utility of it.

"Working at" relishing defeats the purpose. Model and teach real relishing, just for the pleasure of it.

6. Be open to truths about your coaching style/paradigm.

Recognizing these - and relishing them! - helps you know yourself better as a coach. When you know yourself better, you'll relax into your coaching - always a more effective coaching approach.

What are some key distinctions?

1. The perspective that truth calms people down.

Relishing the truth actually takes the pressure off. Some player's won't want to tell you the truth they see because they think they have to make a change, and they might not be ready. If you help them relish the truth, naming it actually feels like a relief. It no longer has the power of the secret they can't tell anyone.

2. Strategy and direction become clear.

Once the truth is articulated, and relished, things move much faster - the strategy becomes obvious.

3. Timing is everything.

As always, use your interpersonal skills and intuition to know when the player is ready to hear about this. You can still relish the truth, just make sure the player is open to hearing about it.

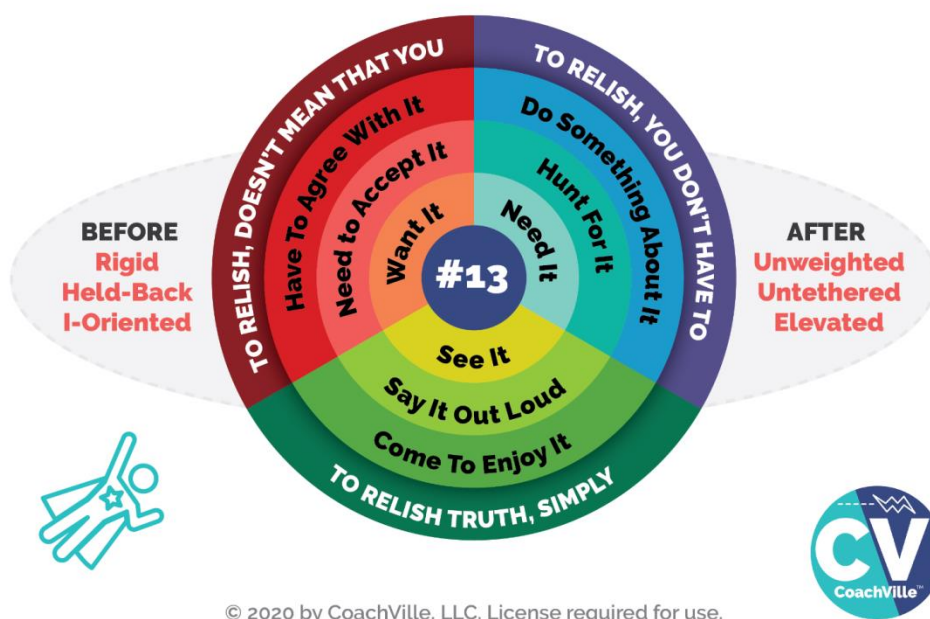
4. Relish the Player's truth.

The point is to relish the player's truth, not your opinion about what the player's truth should be. This is part of respecting the player's humanity.

What are some general truths about relishing truth?

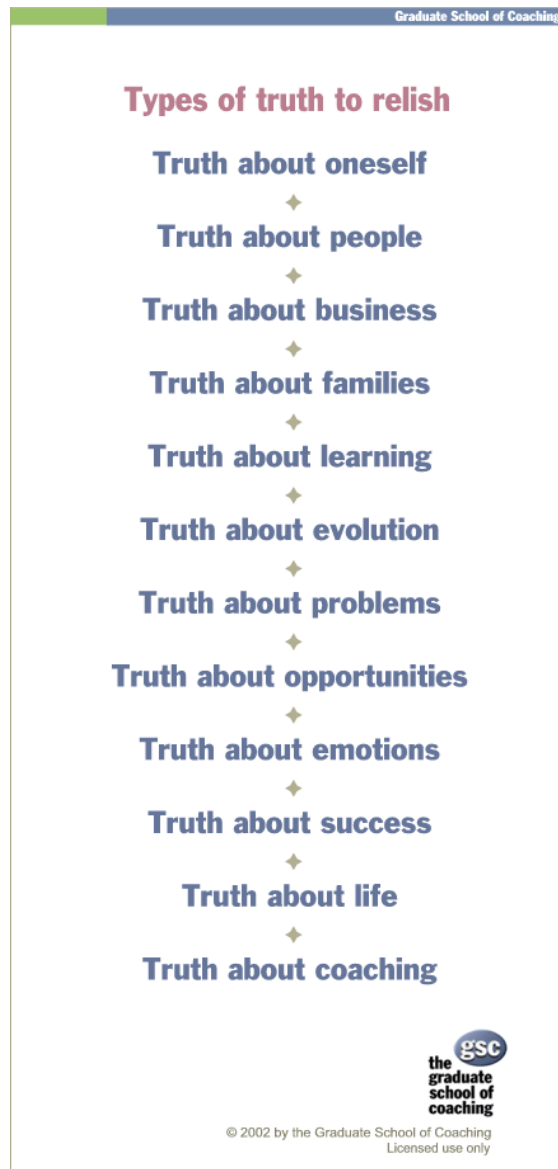
1. Truth is something to be enjoyed, not avoided.
2. Players avoid putting truth on the table because they think they will have to do something about it.

#13. Relishes Truth



What can the player expect?

To shift from being rigid, held-back or I-oriented to feeling unweighted, untethered, and elevated. (You will, too!)



Why is this a Proficiency?

1. Requires keen self-awareness.

You have to be able to relish the truth in your own circumstances in order to be genuine in using this skill. If this is not your normal approach to tough situations as well as easy ones, it may take awhile to develop the habit and skill.

2. Requires elegance and finesse.

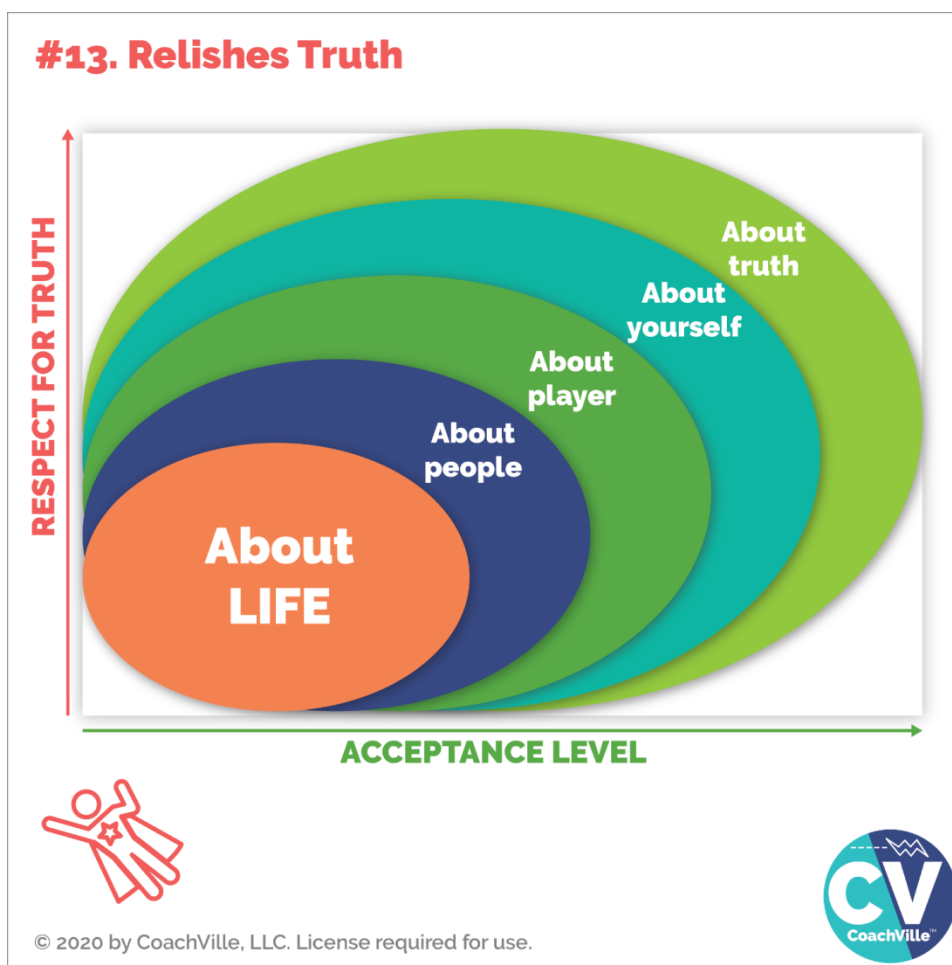
Relishing the truth requires keen awareness of timing, and grace and elegance to introduce. You can't fake it. You will find that many of the Coaching Proficiencies relate to relishing the truth.

3. Being courageous and trusting the process.

Since truth can be scary sometimes, you have to be courageous and trust in the process, even when you don't know where it's going. Relishing always creates access to more resources and ideas...if you can trust the process.

4. Have to get out of your own way.

Rather than pushing or trying to convince the player to relish, the coach creates the environment so the player can dig in and enjoy the moment. Anyone can go on a hunt for the truth, but it's the process of actually getting excited that makes it possible to relish.



How does relishing the truth make you a better coach?

1. Relishing the truth opens possibilities.

When you and your player look at the truth with anticipation and excitement, it changes the chemistry of the coaching relationship. You both are more excited and having more fun, and thus open possibilities.

2. Takes the pressure off.

Both you and the player will feel less pressure, so you can just enjoy the conversation. This shifts from having to always be working at something to letting something be or evolve.

3. Reduces player fears.

Players may fear that they always have to be working at something, or that the truth is "hard". By relishing with them, these fears are reduced or eliminated. Then they have room and space to change if they want to.

4. The player reorients to truth.

When a player discovers something, he generally reorients. Sometimes it is a simple re-definition, other times a whole rug-pull experience.

5. Player understands themselves better.

As a result of understanding a situation better, the player understands themselves better. Particularly if you ask relishing questions...

What are some questions you can ask?

1. Is there a greater truth here - something bigger than you, the event, or the source of the problem?
2. If there were a truth, what would it be?
3. What was really going on for you when X occurred?
4. What have you discovered about yourself from this?
5. In the future, how will your life be different because of this awareness?
6. What becomes possible now because you had this recognition?

How do you know if you're getting it?

1. You are excited for the player - regardless of what's going on for them.

When you genuinely relish, you feel genuine excitement about the process of discovering the truth. This is not about being insensitive - in fact, it's about being hyper-sensitive.

2. You are able to relish your own truth.

This allows you to really respect your player's humanity - and your own.

3. Increases the choices/option available.

While you want to relish for the simple pleasure of relishing, one of the side effects will be that your player will see more options and choices.

What are some common mistakes when using this Proficiency?

1. Trying to convince the player to relish.

If you do this, you'll both end up frustrated. Instead, create an environment where excitement is possible, come from a place of relishing. The player will follow when they are ready. If not, you've still been able to relish and appreciate the truth as you know it.

2. Trying to relish.

"Trying" defeats the purpose. If you're not relishing it, what could you relish about it? Build your own excitement first, rather than trying to force it.

3. Being insensitive.

Use all your coaching skills and intuition to know when it's right to bring this up. No need to be a cattle-prod. In fact, you may not ever tell the player what you are doing, you'll just be relishing as an unspoken invitation to join you.

Chapter 4) Awareness
~ Reveals the Player to Themselves
For Class 4 of 6

“The more aware anyone is, the better choices they can make for themselves. Part of what Certified Coaches do with players is to help them discover their gifts, talents, wants, values, needs and dreams, as well as come to understand what motivates and inspires them.”

- Thomas Leonard

4.1) Coaching Theme: Awareness

Awareness = a Fundamental Human Pursuit

The Coaching Proficiency that best facilitates co-creating awareness is #02: Reveals the Player to Themselves.

In this Chapter we will also explore:

#07 Recognizes Perfection In Situation

#10 Shares what is there

In coaching session #4 you will use the Pivotal Moment of Choice technique with your player. This technique is a somatic (of the body) technique that is wildly effective to creating awareness of Non-conscious beliefs AND hidden power. This is a remarkable way to practice activities together using the imagination and body awareness.

I will also share with you the Co-Create Awareness Coaching technique which is a powerful staple of a Life Coaching relationship

In our Energy Alignment adventure we will explore the **Non-Conscious Mind**. When you guide your player to align the incredible power of the non-conscious with their dream BIG things start to happen faster and with much greater ease! That is something we all need more of.

*** From the Player Playbook: Energize Your Dream ***

4.2) Player Audio for Session #4

[Listen to this audio to prepare for Session 4.](#)

4.3) Awareness

The more awareness someone has, the more options they can see in the moment and their ability to make better choices expands. For this reason and many others we are uniquely fascinated by ourselves. Why do we do what we do? Who are we really? Who can we become? These are just a few questions that can spark endless inquiry.

The ability to create a profound experience of awareness is essential to coaching because you will get better results when you know yourself better and see more of the world around you. Your coach will guide you into new awareness about your patterns, beliefs, choices, hidden talents and much more.

Co-creating awareness is a fundamental “action” and source of value of coaching relationships. For the most part we are “blind to ourselves” because our eyes look outward NOT inward; this experience is also known as “blind spots”. As a result it is almost impossible to create the required awareness by sitting alone in contemplation. However with a “trusted mirror” – aka A Life Coach – new awareness can emerge very quickly.

Your Coach creates a safe space for these intense explorations of your Inner and Outer worlds.

4.4) The Pivotal Moment!

The Pivotal Moment is one of THE most important concepts in playing and coaching life.

Understanding this will help you make the most of your relationship with your Life coach. It will accelerate your personal growth and the realization of your BIG Dream.

A pivotal moment is a moment that has the potential to make big impact on the fulfillment of your dream.

Pivotal moments are coach-able moments.

Here are a few typical examples:

- 1) A BIG choice that you are making.
- 2) A BIG opportunity that you have in front of you.
- 3) A recurring action that – if you got better at it – would accelerate your progress.
- 4) Any moment when you have an urge to do something for your dream AND at the same time a resistance to doing it.



The BIG Choice

There are some big choices in life that can change the trajectory of your life. Should you go for the new job? Should you leave your job and start a business? Should you stay in the partnership or leave it behind?

You may have heard the classic song by “the Clash: “Should I stay or should I go”.

The lyrics are: “Should I stay or should I go now. If I go there will be trouble and if I stay it will be double.” Classic.

Your coach can help you play with the scenarios to expand your inner awareness about each choice. Then you can choose with confidence and clarity.

The BIG Opportunity

Sometimes you are aware of these moments are in an inner debate about if /when to make the move. Example: calling an influential friend to ask them to support / promote you. Your coach can help you practice this moment to uplevel your actions and your energy.



Sometimes these moments just happen. And the question is will you seize the moment or not? Like the time I found myself sitting on a plane next to one of the BIGGEST Icons in the history of Coaching: Timothy Galway. Note: I sat there in a daze for 5 hours and didn’t say one word; even when he tried to get me into a conversation! I still remember that flight as clear as day 15 years later. DANG.

After the experience you can replay the moment with your coach to reclaim your power and be more prepared for the next spontaneous opportunity.

The Recurring Action

This is an action that is vital for playing for your dream. For example if you have a business you talk to potential clients often and how well you play in these conversations has a big impact on your business dream. If you are playing in a career you have opportunities to introduce yourself or speak up with influencers in your organization on a regular basis. What do you do in these moments?

Your coach can practice these moments with you with role play AND with the Pivotal Moment Technique we are going to practice this week.

Playing these moments with clear intention, positive energy and familiar words can really impact your results. And if you get positive results more often they accumulate into your dream becoming reality!

The Pull between Play BIG and Play Safe

This is the main type of pivotal moment that I want to bring to your attention.

This is when you have an urge to take action for your dream. It can be a planned action you have on your play sheet, OR it can be a spontaneous action that pops into your mind.

Your dream wants you to do it.

But then, something else happens within your body and inner being that brings up an uncomfortable feeling. This usually leads to thoughts about why it is NOT a good idea to do this now; maybe tomorrow!



This is known as resistance. Often the time between the urge to act and the resistance is so FAST that you don't even notice that your dream was calling you.

When you start playing for your dream these kinds of moments will happen A LOT... every day.

The spontaneous urges to act are very similar to the spontaneous BIG opportunities that I mentioned before; will you go for it? Or will you hold back?

These are the moments that make playing for your dream so dynamic and fun. But when you are resisting an action it doesn't always feel fun. (Hah! Understatement)

In Session #4 your coach is going to do a really powerful and profound coaching technique with you called: The Pivotal Moment of Choice (Pivotal Moment for short). To set this up I am going to share with you a few really provocative and empowering ideas.

4.5) The Human Journey "Pull"

And the Fear / Growth Zone! (WOOO HOOOOOO!!)

Remember “the Pull” from the Human Journey with a Coach model we explored in Chapter 1? Well, now we are going to deep dive into this experience.

In the Human Journey with A Coach model we depicted your Big Dream as an outer circle pulling you out and the Social Survival Imperative as an Inner Circle pulling you in. Here we will dive deeper into this life experience that is at the heart of all Life Coaching.

There is wisdom in the creation of YOU. The dreams in your heart – including the one you are playing for now – are meant to require the playfulness and unique power that you were born to express. Yeah, the wisdom of creation!

These moments of choice between playing safe and playing BIG happen many times in an adventurous day of playing for our dreams. And as we have discussed they often happen at a mostly non-conscious level. You don’t really notice them.

What you may notice is that you had a brief urge to take an action for your dream... then you felt a little buzzing energy somewhere in your body... and you “decided” to check your email/Facebook/Distracted of Choice instead.

Hopefully you are thinking right now: “Oh crap! That happens all the time!” Yes, it does. AND this is why I say that the success of your dreams requires that you pay as much attention to your energy as you do to your activity.

Social FEAR is learned

I created the Pivotal Moment Technique many years ago and have used it over a thousand times. One of the most common things people share is: **It’s not safe to be me.**

WOW. That is a really profound thing to say and hear. And truly this is how most of us feel deep within. This is an example of a self-preservation belief. In other words I will stop expressing my power so that I can maintain a sense of belonging with the people around me.

Often the moments earlier in life when we tried to use our power to help or contribute or create and we “got in trouble” (or worse) are the moments that impacted us emotionally the most deeply. The Social Survival Imperative is based on the need to belong. It is one of our Human Nature Superpowers. The Preservation Zone is where we don’t take an action that will risk our current status of belonging.



FEAR is the way your SELF tries to protect you from events and situations that seem similar to an experience in your past when you experienced trouble or even trauma.

As a result, in the FEAR / Growth Zone we feel a strong PULL between our BIG Dream and the Social Survival Imperative. “The Pull” is a natural byproduct of playing BIG for our dreams because your Dream is “designed” to require your unique powers – the ones you got in trouble for earlier in life!

This is why it is so important that you don’t think of fear as an enemy or that if you are stopped by fear that means that you have “issues”. You don’t have “issues”! You have a BIG Dream and a strong Self Preservation instinct both pulling you in opposite directions.

I encourage you to stop saying things like “Self-limiting beliefs”.

“Self-limiting beliefs” make us sound foolish! Why would anyone limit themselves?

AND... this is not what is happening. These are self-preservation beliefs that are pulling against the actions of your BIG Dream. Self-preservation is essential for social survival and it is honorable. Your coach is aiming to empower you to cultivate the capacity to CHOOSE when to play safe and honor your self-preservation instinct and when to play BIG and honor your BIG Dream. No judgment; simply to power to choose.

Also in the Growth / Fear zone you have the three B’s of Human Nature: the urge to Become the next version of YOU, the need to uplevel a few Beliefs and the opportunity to co-create a new environment of profound Belonging for you and your dream. We will explore this in the upcoming Chapters.

The FEAR / GROWTH Zone impacts our choices in life at a mostly non-conscious level. That is why your coach will use a body awareness technique during the Pivotal Moment Technique. Through this guided visualization exercise you bring non-conscious fears and growth opportunities into conscious awareness so you can observe them. I encourage you to really dive in on these moments with your coach; this is how you unleash your greatest power.

4.6) The Quick Guide to Noticing Pivotal Moments

There are three SUPER common experiences that can reveal a Pivotal Moment

- 1) You have the urge or plan to do something but you resist doing it
- 2) After resisting for a period of time, you eventually power through the resistance and force yourself to do it. This is honorable... AND... it is worth exploring as a pivotal moment so that you can do it without expending so much energy the next time.
- 3) You are taking an action but you are not getting the results that you expect or desire. Remember we don’t have control, but we do have influence. You can practice these moments to reveal ways to improve your results.

The AMAZING power of your imagination

The Pivotal Moment Technique is the Life Coach version of the way performers and athletes watch video of their performances with their coach and then use guided visualization techniques to envision new possibilities. You and your coach are going to use your imagination in a very powerful and practical way.

Instant Replay

Using your imagination you can recall and focus on a recent moment that didn't go the way you desired; and while doing this you will experience very similar thoughts and physical sensations as when it actually happened. This is very much like when athletes and performing artists watch video with their coach to look for ways to play better.

Powerful Pre-play

This is another tool used by elite performers and athletics and performance arts. Another option is to pre-play a moment that is coming up in the near future. Using your imagination you can bring the future experience into your mind... AMAZING. And even more amazing, you will experience thoughts and feelings as if it was happening now. Then your coach will guide you through an exploration of the moment to find ways to play better.

Co-created Experience NOT Self-Help

A key point I always like to share about the Pivotal Moment Technique is that it is NOT a self-help technique; you can't do it by yourself. It is a guided technique; a co-created experience. This often disappoints folks because we have been so indoctrinated into the belief that everything should be done alone; or its better when you can do it yourself. You probably know by now that I do not share in that belief!! LOL.

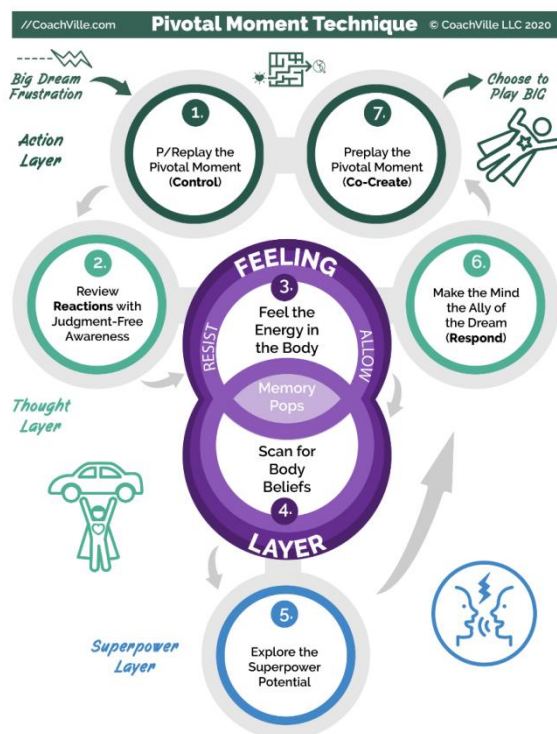
4.7) Pivotal Moments Technique and Model

Let's do a quick walk through the model so that you can have a comfort level with this profound way to practice life – remember, coaching is all about practicing together.

Lead in: Clarify the pivotal moment of choice that you will practice together including the actions and the intended results.

Step #1: Replay the Pivotal Moment in your imagination and describe the scene or the situation. Often in these situations there is something you are attempting to control.

Step #2: Use judgment-free awareness to notice the thoughts in your mind at that moment. Often these are your reactions to what is happening or



not happening.

Step #3: Feel the energy in the body. Whenever we are in a pivotal moment our body will react to the situation with physical sensations; sometimes they are intense, sometimes they are subtle. Body awareness in the presence – and belonging - of another person is the key to transformation. If you are new to the practice of body awareness, be patient with yourself!

Memory Pops: Often while feeling energy in the body images or memories will pop into your mind. These can provide useful clues about where “The Pull” is coming from.

Step #4: Scan for Body Beliefs. Typically your body is attempting to keep you safe from social risk. In this step you will give voice to the self-preservation belief.

Step #5: Explore the Superpower Potential. Often what we fear the most is expressing our unique superpowers and playfulness. When we explore our self-preservation beliefs we can gain insights into our lost powers and playfulness.

Step #6: Make the Mind the Ally of the Dream. After feeling the energy in the body in a safe belonging environment and giving voice to the self-preservation belief the mind will open up to new possibilities. You will be able to feel what your dream is asking you to do.

Step #7: Preplay the Pivotal Moment. With your body feeling safe and your mind open you can then preplay the action and the result using your imagination. You are fully aware that you have a choice. You can choose to play safe for self-preservation or you can choose to play BIG for your dream. No judgment either way; just a choice. This is freeing.

***!!**

Often after doing this practice with your coach, an activity that seemed really hard will feel more natural and in the flow. Over time, with practice, you will gain confidence in your ability to play big in social risk situations. You will love it!

4.8) Tenacious Self Love vs. Self-Sabotage

Speaking of love... I want to share with you something I am very passionate about. It's called: Tenacious Self-Love. AND the idea that there is no such thing as self-sabotage; at least not in the way the mainstream self-help gurus describe it.

The self-help movement has come up with a lot of derogatory ways to describe our inner being when we are stuck in one of these “Pull / Pivotal Moment” situations.

In the Industrial Control culture again your YOUUnique voice was silenced. As your voice was silenced from the outside you absorbed that energy and began to silence your own voice to fit in and stay safe. This is Self-preservation.

But when you experience resistance in expressing your voice, the **“Self-Help Gurus”** will say things like:

- You have self-sabotage.

- You have limiting self-beliefs.
- You can't get out of your own way.
- You are a procrastinator.
- You have negative self-talk.
- Your ego is the problem

Nasty statements like this are intended to make you think that there is something wrong with you; that the guru will then tell you how to “fix”. UGH!

As Life Coaches we don't buy into any of this and neither should you.

We want you to see yourself as AWESOME and wholesome! We want you to practice viewing your inner experience with judgment-free awareness.

- Your Big Dream and
- Your Superpowers and
- Your Playfulness and
- Your Social Survival Imperative and
- Your Self-preservation beliefs and
- Your Fears, doubts, resistances,
- ALL of the “voices” within you...



ALL have honor; they all serve a meaningful purpose in your life.

I have found that the more we can bring tenacious self-love to all aspects of our being... the easier it gets for us to choose to play BIG for our Dreams. This is an AWESOME thing!

Reclaim your Superpowers... so you can Activate them!

Remember... an important part of this coaching experience is activating your superpowers; find and express your YOUnique voice and value.

You discover your superpowers by stepping out for your dream and embracing challenges. It is the challenges that reveal your superpowers. The more you playfully look for them, the more you will start to see them.



Allow yourself to be awesome. Your Dream NEEDS YOU. The world needs you.

4.9) The Non-Conscious Mind (Energy Alignment Game)

Let's go deeper to understand what your Non-Conscious Mind is all about because this is what we are exploring with the Pivotal Moment Technique.

It is the accumulation of all of your life experiences; especially the emotional content!

That is VAST. It has amazing wisdom. It includes inner wisdom through body awareness, fears, desires and beliefs.

One way I like to explain it is this:

The TOP priority of your Non-Conscious mind is to keep you safe. That is a strong and sometimes confusing imperative because "safety" – in particular social safety – is not a black and white matter; there are a lot of grey areas.

The second priority is to pursue your dreams.

So unless you consciously, actively and intentionally focus on your dreams the default priority of safety will rule your life.

The Non-Conscious Mind is amazingly resourceful and creative! It has the memory of everything you have experienced which includes what you have done but also what you have observed! You have seen a lot.

Think of all the creative ways it has to get you to NOT do something.

But imagine if you were able to align that power and resourcefulness in the direction of your Dreams... WOW!

This is what the Pivotal Moment Technique is ALL about!!

The Non-Conscious is connected to everything!!!

Let's do a quick walk through the Non-Conscious connection to all of the forms of energy in Energy Alignment.

Is it safe to express Super YOU?

Is it safe to play? Or do you need to be quiet and work?

Do you feel that playful SUPER YOU belongs in the environment? Or do you need to scale yourself back to feel safe and fit in.

Are you feeling the connection to life as it unfolds? Or does it seem like life is against you?

Your Dream is a version of your Heart's desires. Is it safe to believe in your dream?



Good vibrations!

Body Beliefs can be Positive!!

When your body feels safe and you move toward your dream that ALSO creates buzzing energy in your body. It's not easy to explain but it feels like joy.

It takes just as much practice to allow your body to feel joy as it does to allow your body to feel fear.

YES! Feeling joy takes practice!!!

4.10) Prepare for Session #4 – Awareness

First... the important items we explore every week...Take a look at your Play Plan play sheet from the week and select a few things to share.

Your BIG Dream: Every time you speak your dream out loud with your coach it gains energy.

Explore the Fear / Growth Zone

Challenges and Superpower Discoveries

The Pivotal Moment

If you have clarity on the moment you want to explore just tell your coach what it is. OR you and your coach can choose a moment based on the insights and challenges from the week before.

When you get into the Pivotal Moment technique your coach will ask you to close your eyes. It is much easier to access your imagination this way. When you open your eyes, fill in the key words on the sheet for thoughts, body sensations and “It’s not safe for me to”. This is also known as the “Body Belief”.

Superpower Potential

Sometimes when exploring a moment of resistance it will reveal a superpower or playfulness. You will get a picture of what you were expressing – or trying to express – when some trouble happened. Whatever you were doing will probably reveal one of your natural superpowers. If it doesn’t pop up when you are exploring the moment with your coach, it might pop up later.

Heart’s Desire

This is where you put your heart’s desire into a power phrase to guide your imagination.

Energest Your Dream Session #4 Notes				Date:
The BIG Dream:				
Explore the Fear / Growth Zone				
CELEBRATIONS 	INSIGHTS 	ACTIONS AND RESULTS 		
CHALLENGES 	SUPERPOWER DISCOVERIES 	Session Focus: Pivotal Moment 		
THOUGHTS 	BODY SENSATIONS 	IT'S NOT SAFE FOR ME TO 	HEART'S DESIRE 	
Growth Zone What did you learn... About playing for your dream?		 About yourself and your Superpowers?		
Play Plan: What are the actions / perspectives you will focus on?				

Growth Zone : always remember that the purpose of a coaching session is to play and grow while you are in the session.

Play Plan

Make a few notes about actions you want to play with this week! Then write out your play plan for the week. Pivotal Moments... keep looking for them.

4.11) Coaching Notes for Session 4

Create Awareness by revealing the player to themselves.

Featuring Pivotal Moment Technique

Be aware of opportunities to use these Proficiencies:

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

A deeper look into the Non-Conscious Mind of Energy Alignment

Remember this model called the Superpowers of Human Nature?

Notice the color codes:

Red = Urge to Become = Playful Conscious Mind

Green = Ability to Believe = Non-Conscious Mind

Purple = Need to Belong = The Environments

The Non-Conscious Mind is in between your Playful Conscious Mind and Your Environment; it is guiding and navigating between these two energies all the time.



Meanwhile, all of our beliefs – about how life works, who we are and what is possible for us as individuals – come from navigating between our urge to become and our need to belong. In other words, we get our beliefs from a mystical alchemy between who we were born to be and how we adapt to our environments.

Most of our beliefs settle into a non-conscious level within us and have a non-stop profound impact of what we do and don't do on a moment-to-moment basis.

Coaching for Change

To create change we can tap into all three forces!

We can PLAY to become the next version of ourselves needed to live our Dreams.

We can find or create new environments where the power of profound belonging pulls us toward becoming who we must become to fulfill our dream rather than toward who we have been in the past.

We can explore our body awareness, fears, beliefs and hearts desires – by bringing them up to the surface of awareness - and choose the ones that we need to uplevel in order to live our new dream. **This is what the Pivotal Moment Technique is for.**

The Important Coaching Skill of Defining Pivotal Moments

In section 4.4 of this Chapter we explored Pivotal Moments from the players' perspective. This will give you the essential qualities of a Pivotal Moment.

To put this in perspective, there are several different types of conversations in a Life Coaching Session.

- 1) BIG Dream conversations:** About the big picture, the vision, the possibilities, the purpose, the WHY. These set the stage for all Life Coaching.
- 2) Play Plan conversations:** About Actions and Results. What is most important to co-create in the world; where is your focus; how are you going to do this in a playful way?
- 3) Debrief Play conversations:** About Challenges and Evaluation. What happened? What didn't happen? What can you learn from what did and didn't happen. What do you want/need to practice next?

This leads us to the real juice..., the real focus of Life Coaching: Practicing Pivotal Moments. Always remember: coaching is about practice.

4) Pivotal Moment conversations! Hone in on a specific moment and play with it together / practice it. The Role Play Technique is a great way to practice actual conversations. The Pivotal Moment Technique is an all-purpose way to practice any life situation; and bring to the surface all of the non-conscious influences that are impacting the situation.

A quick note here: The Inner Freedom Method 12-week course is a deep dive into the Pivotal Moment Technique.

Walk Through the Model / Coaching Guide

The most important thing to remember when doing the Pivotal Moment Technique with your player is that your guiding presence is what makes it possible. You can't do this technique alone. It is a co-created experience.

Even if you are exploring a moment that is scary or frustrating for the player, do your best to remain calm, judgment free, curious, optimistic and confident that with new awareness a powerful new possibility will arise.

The walk through from the players' perspective in section 4.7 is good for understanding the steps.

Here I want to highlight a few parts of the coaching guide. (Starting on Page 19)

4.0 Choose and define the Pivotal Moment

Do your best to get clarity on the action and intention. But don't get hung up on it if it is not totally clear.

4.1 Preplay the pivotal moment

You can do this with a past or future moment. But I find the easiest way to get started is with a future moment because there is less "story" about it.

Here you activate the players' imagination to slow the moment down and play with it.

Again the key here is to just get the basic picture of the scene; gently stop your player if they get too far into the gory details.

4.2) Review Reactions with Judgment-Free Awareness

Judgment free awareness is the key to this method. We all learned to be pretty hard on ourselves so you may need to gently nudge your player in the judgment-free direction. Also really acknowledge what they share and reframe it as great awareness.

Also, this is another place to avoid gory details. Just get the basics of the thoughts without going too far.

4.3) Feel the Energy in the Body

This is the real difference maker in the technique. Body awareness is the gateway to exploring non-conscious influences; It is the key to transformation.

Be patient in this part. Some folks are really cut off from their body awareness.

Notice the **CHOOSE A OR B**

This is the part where you need to stay alert and flow with the situation.

If they are able to notice a physical sensation Skip to part B and the technique will flow smoothly from there.

If they don't notice a physical sensation there are a few suggestive comments that you can make. The key is to stay patient and calm and free of expectations. If they do notice something then the guide will flow right into part B.

If they don't, the technique will still provide value. Just skip down to 4.4.

If they DO feel a physical sensation then you will explore it with them.

Again, play the role of the gentle, confident guide.

Guide them to feel into it and then name the shape, color and temperature. The point of this exercise is just to let your player settle into a body awareness state.

Then continue to guide them to “just feel” the energy for 30 seconds. There are no expectations for what will happen here. The intention is NOT for it to release or go away, but it might. The whole point is just to experience the energy with full presence.

Another point here is to AVOID weaving in other techniques that you may know; like EFT or NLP for example. When you master this technique then absolutely you can blend it with other techniques. But while you are learning this, it is best to just stick to the guide.

{If your player has a "Memory Pop"}

While feeling the energy your player may have a memory of a past event pop into their mind. They want to share it or talk about it.

In the Inner Freedom Method we deep dive into how to explore these memories. For the basic Pivotal Moment technique the best approach is just to listen with judgment free awareness and AVOID attempting to “analyze” the memory.

4.4) Scan for Body Beliefs

This is a powerful part where you “give voice” to the non-conscious intention. We call this the body belief.

The key is to just HONOR whatever they say. Honor the power of self-preservation. You don’t need to analyze it at all.

4.5) Explore the Superpower Potential

Remember, we often got “in trouble” for being ourselves or expressing our unique abilities or playfulness. Often the body belief or the memory pop will reveal that ability.

The player may not make the connection but it is quite possible that you will see it.

If you have an inkling, ask permission and then share it without attachment. It may or may not resonate with the player in the moment; because they are still feeling the fear. Anything you share can illuminate the situation and often over the next few days the player will have a similar awareness.

4.6) Make the Mind the Ally of the Dream

It is amazing how open our mind becomes after feeling energy in the body. You can use this moment to great advantage with your player. In this step you ask your player to speak for their dream.

You will need to guide them to hone all the words into a power phrase. Often you will see it before they do; ask permission and share how you put the words together. Then be open to them revising what you share.

4.7) Preplay the Pivotal Moment (with the Dream’s intent)

With our mind open and our dreams intent fully present, it is a perfect time to preplay the moment with the imagination. This is a powerful exercise that gently pushes the players energy into the future.

Very often this paves the way for the player to take new and inspired action toward their dream.

Activities that used to seem hard or blocked, suddenly become part of an easy flow out in the world.

Yeah!!

A final point

Just like with role play, the Pivotal Moment technique becomes something you and your player can use together MANY MANY times over years of coaching together. Every time your player uplevels their dream, new pivotal moments will appear; and you will be right there with them as their trusted guide!

To go bigger out in the world, you need to go deeper into your Self.

That leads us perfectly into Coaching Proficiency #2: Reveal the Player to Themselves!

4.12) Coaching Proficiency #02: Reveals the player to themselves

The more aware anyone is, the better choices they can make for themselves. Part of what Certified Coaches do with players is to help them discover their gifts, talents, wants, values, needs and dreams, as well as come to understand what motivates and inspires them. The result? A well-informed player, quickly moving forward on their path of self-awareness.

Learning Objectives

1. Point to their unseen gifts/secret aspirations.
2. Help them see their way of thinking/paradigm.
3. Help to identify their sources of motivation/energy.
4. The key distinction is awareness vs. information.

What is meant by "Reveals the player to themselves"?

Players are often oblivious as to:

1. Who they are.

They are unaware of their talents, strengths, the secret aspirations, which drive them forward, and the unseen "gifts" they give others. Gifts can include:

- a. Talents and abilities - music, arts, science, sports, etc.
- b. Personality traits - happy, kind, stimulating, calm, resilient, etc.
- c. Character - wisdom, strength, integrity, compassion, etc.

2. Where they are coming from.

The paradigms that condition the way they perceive the world and its obstacles and opportunities. Paradigms are beliefs about reality so powerful that they filter all incoming information and discard anything that is contrary. i.e.:

- a. Life is a struggle
- b. All Muslims are terrorists
- c. Coach training takes 3 years
- d. Americans will never buy small cars
- e. All male ballet dancers are gay

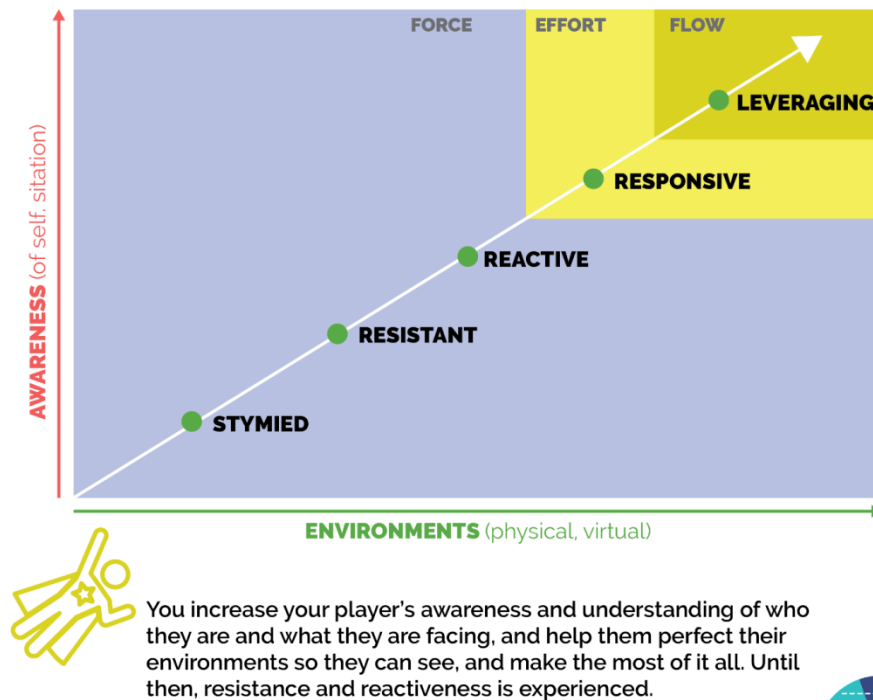
3. How they operate.

Their sources of personal energy, how they are motivated in both positive and negative ways. Sources of energy include:

- a. drama/conflict, the "saga".
- b. adrenaline.
- c. Winning, #1, victorious.
- d. need to be right.
- e. hope, joy, harmony.
- f. unmet needs.
- g. anger, hate, jealousy.
- h. need to serve.

How does revealing the player to themselves help the player progress?

#2. Reveals the Player to Themselves



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What are the general truths about revealing the player to themselves?

1. The more we know about ourselves, the easier it is to get what we really want.
2. We usually need another person to help us see important parts of ourselves or our lives.
3. Most of us are fairly uninformed about ourselves.

What is the role of the coach?

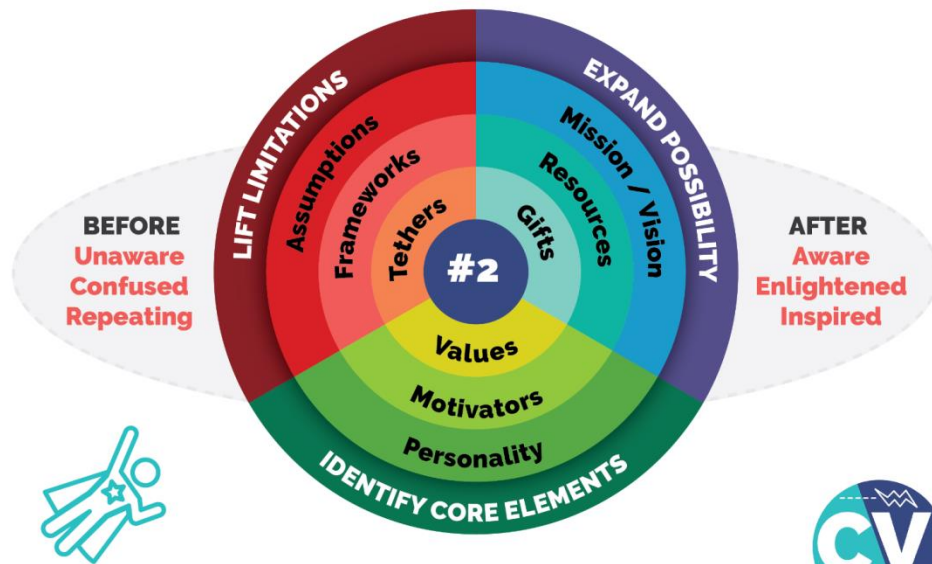
It is the role of the coach to assist the player to discover themselves in terms of who they are, how they operate, and where they are coming from.

What are the benefits to the player?

1. They become surprisingly effective.
2. They operate with less resistance.
3. They gain in courage and strength.
4. They will be able to recognize old, outdated paradigms and be more receptive to adopt new ones.
5. They will in time become super conductive by reveling in themselves.

How do you use this proficiency in working with players?

#2. Reveals the Player to Themselves



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The process is self-discovery. The technique to use is questioning. Think of peeling away layers, uncovering, discovering.

- **Lift Limitations**
Point out their assumptions. Offer different frameworks. Identify what "tethers" them to their current results.
- **Identify Core Elements**
Reveal elements of their personality. Point out what is motivating them. Help them see what their values are and how they are impacting their results.
- **Expand the possibilities**
Ask them what their mission or vision is? Help them identify all their resources. Surface up, or point out, what their gifts are.

How do you know you have revealed the right thing to the player?

The player has an a-ha moment.

The player sees themselves in a more empowering way.

The player has been freed up in some way.



What are questions you can use to reveal the player to themselves?

1. Examples of questions to reveal who they are, their gifts and aspirations, are:

- a. Sure seems to me that what you have is a gift in that area.
- b. Do I hear a secret desire to.....?
- c. Are you taking that gift for granted?
- d. Now THAT'S a gift!
- e. What would you like to accomplish in life that you have told no one else about?
- f. What are you passionate about?
- g. What have people always said you are good at?
- h. What is it that you do so easily that it amazes people?
- i. Has any anyone ever mentioned that?
- j. Sounds like

2. Examples of questions to reveal where they are coming from:

- a. So the way you're seeing this is.....
- b. How would you have to change your thinking so that it shows up as an opportunity instead of a crisis?
- c. In some worlds that wouldn't be a problem.
- d. Suppose the opposite were true, what then?
- e. What's behind that idea?

3. Examples of questions to reveal how they operate, where they get their energy from:

- a. Have we ever talked about energy sources?
- b. What part of this situation is giving you energy or fueling you?
- c. How clean of an energy source is that?
- d. Wow! Seriously, where do you get all that energy?
- e. Do you really want adrenaline to be your primary source of energy?
- f. Are you interested in upgrading your source of energy?
- g. I wonder if you're aware that you're complaining a lot?
- h. Can we talk about sources of energy that could sustain you for a lifetime?

What should the coach know in order to work with this proficiency?

- 1. Be aware of the variety of gifts and aspirations that players may have.
- 2. Have a thorough list of questions to ask in each of the 3 areas, gifts and aspirations; paradigms; source of energy.
- 3. Understand the power of paradigms and how they can blind the player to what may appear to be logical to the coach.
- 4. Be prepared to ask for revelations to occur.
- 5. Help the player to understand that people are often oblivious to who they are, where they come from, and how they operate. Bring the player into the game.
- 6. Players very often take their gifts for granted.
- 7. There are always layers to come off. It doesn't matter who does the peeling, as long as they come off!
- 8. Be curious.
- 9. It may take a day or two, a week, a year to fully become aware. Be patient.



What mistakes do coaches make in working with this proficiency?

1. Saying. "You are X..."

Be careful about putting them in a box. Players often think whatever the coach says must be true. Be aware of a tendency to do this.

2. Telling, instead of questioning.

If you tell them, they'll resist! Rather than telling them what you think they are, ask questions to help them uncover it for themselves.

3. Making this a mission.

It's up to the player to accept or not. And, you might actually be wrong. Invite the discussion (see proficiency #1 - engages in provocative conversations).

4. Debating or convincing.

Don't turn this into an intellectual contest. Share what you observe, share inklings, and ask questions.

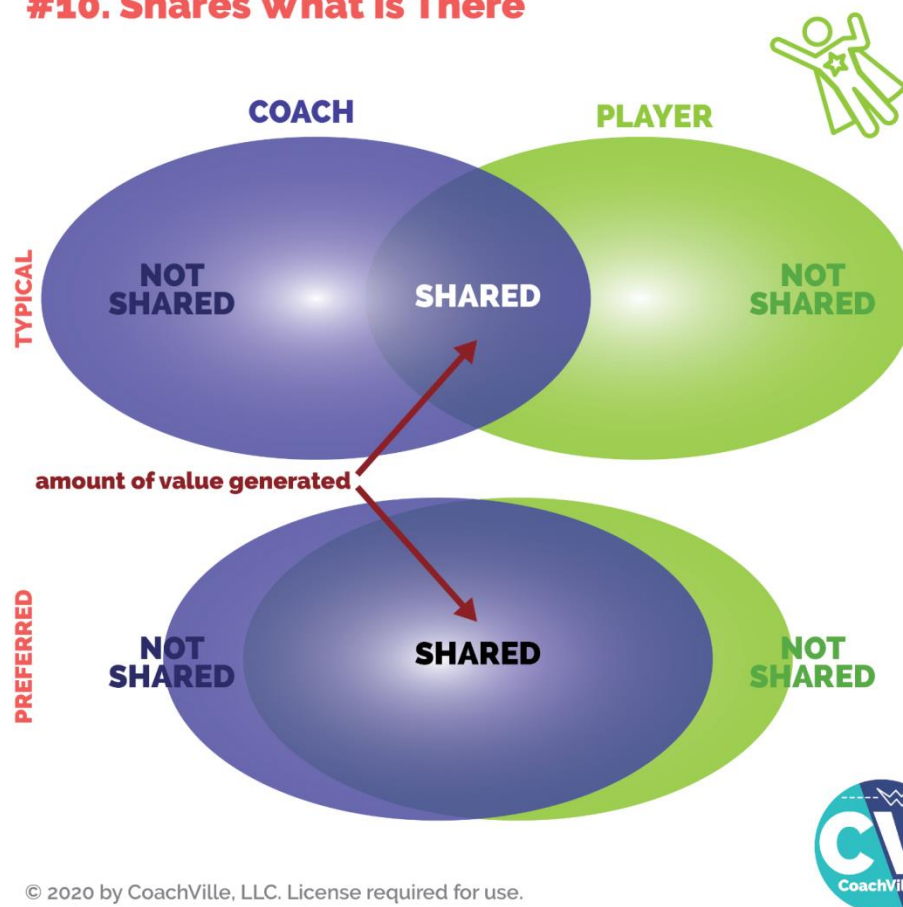
4.13) Coaching Proficiency #10: Shares What Is There

Players rely on our observations, intuition and even our inklings to help move them forward in life. Hence, the more often, and easily, a coach can share what they see, feel and hear, the more value that can be created for that player. It's often the tiniest, most subtle inklings that can act as powerful beacons and catalysts to the player's life or business.

Learning Objectives

1. The 3 parts of Sharing What is There.
2. Key distinctions of Sharing.

#10. Shares What Is There



- **Share what you see.**

As a coach you will observe behavior patterns, inconsistencies in what the player does and says. Share what you see and hear - even what you don't hear.

You will also observe things about their particular style. Don't worry about getting off the subject. If it's not on target, the player will tell you. Listen for congruency in their voice or body language, and if you are off base, let it go.

- **Share what you know.**

Share what has worked, strategies you know, and facts that relate to what they are working on.

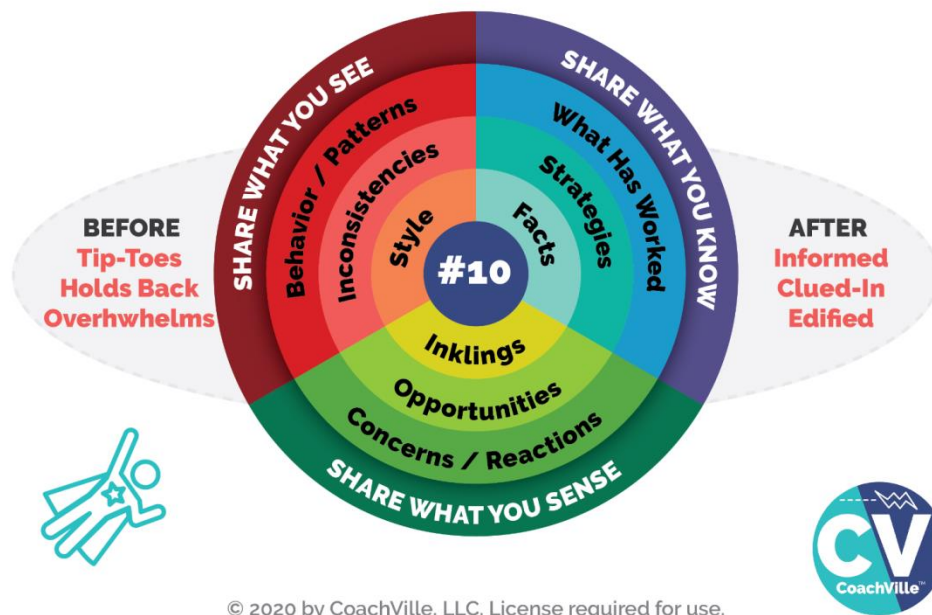
- **Share what you sense.**

Share your concerns and reactions, even if you aren't certain what they are about. Share opportunities you notice or think of. And share your inklings. This is more than intuitions or thinking of yourself as psychic. Long before someone sees something plainly, even before they get an intuition about it, they have an inkling. Your job as the coach is to shorten the time lag by sharing inklings. Chances are you will sense this before the player is aware of it within themselves.

What are the general truths about sharing what's there?

1. What holds you back, holds the player back.
2. There are many types of things you can share, far beyond what you are feeling.
3. Even if mistaken, the player benefits.

#10. Shares What Is There



Key point: Share what you are hesitant to share.

It's often those things that you might hold back on that could be the one thing that could accelerate the player. The key is to focus on inklings. They are more powerful than intuition, and can be the source of the most significant value added. The sooner you share it, the more valuable it can be.

What are some key distinctions?

1. Players pay the coach to share inklings.

Players hire coaches for their insights, not just their expertise in a particular area. Serve your player by sharing what you notice.

2. Inklings come from somewhere.

Even if you cannot pinpoint where the inkling comes from, it does come from somewhere. You've picked up something in their voice tone, word choice, energy level, etc. - something that for you is a clue about what they really want or don't want, the truth of the situation for them. By sharing this, without having to justify where it came from, you accelerate their own insights.

3. Get permission.

You want to set the stage for this. Some players aren't used to hearing things that appear out of left field. At the beginning of the coaching relationship let your player know that this is how you operate and ask if this is OK. You will also find opportunity to renew this permission throughout the coaching relationship. For example, you might ask, "Could I share with you what I'm noticing?"

What to share with a client**What you see****What you sense****What you can barely sense****What concerns you****What you like****What you know****What you don't know****What you want them to know****What you believe to be true****What you have seen that works****What you want from them****What you need from them**

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What are some ways to introduce an inkling?

Having a good inkling "intro" is important. It is a way of asking permission to share, as well as pre-framing the share so that players will not feel pressured to accept it automatically. It will give them something to think about. The key is to come up with a way that feels natural to you. If you make it too "scripted", it will feel forced to the player.

Examples of ways to introduce an inkling are:

1. "I have this thought that came to me. See if this lands at all."
2. "I just want to share something that occurred to me. See if this rings true at all."
3. "I'm sensing something here. Let me know if I'm on target or way off base"
4. "It seems to me..."
5. "Did you realize...?"
6. "Let me just hazard a guess..."

How do you know when you are ready to share?

1. It fits into the conversation.

If it feels forced or like too much of an interruption, hold off until it feels inspired and natural.

2. You are curious.

When something sends up a flag for you or peaks your curiosity, there's something going on. Often it is something you have observed and the player would benefit from your curiosity and sharing.

3. You have permission.

By now, you have established a “permission space” with your player.

4. You're afraid to share.

When there is something you are really hesitant to share, that's often a sign that you actually have a powerful insight. What is it that you are most afraid to share or ask?

How do you know when you are sharing it all?

1. You are holding nothing back.
2. You are complete at the end of the call.
3. The player is edified.
4. The player shares what is there for them.

Why is this a Proficiency?

1. Requires keen self-awareness and self-confidence

Sharing something, when you have no idea where it comes from, requires a high level of self-awareness and self-confidence. This advanced coaching proficiency requires that you "know how you know" - that you are keenly aware of how you distinguish truth, or non-truth, within yourself, and that you be able to pick up on it very early.

2. Must be able to get out of your own way

The Certified Coach must be able to distinguish when it is their own agenda versus that of the player. And you must be willing to share without the need to be right. You may, in fact, be right. And you might not. Share what you think is there, but don't insist that it be there.

3. Being courageous and trusting the process

The Certified Coach trusts the process and knows that everything is perfect. S/he can share what is there without judgment or pressure to make the player accept the coach's perspective. To trust the process, the coach must be willing and able to share their

observations, even when it is not accurate for the player. If you have a strong need to be right or perfect, you won't master this.

3. Requires mastery of basic coaching skills

To master knowing your inklings, and sharing them effectively, you must have already mastered the basic coaching skills. If you haven't already mastered the art of asking questions and interpersonal communications, sharing what's there will likely go over like a lead balloon.

What are the benefits of sharing what's there?

1. You accelerate the player's process.

By sharing your inklings, you reduce the normal time gap that occurs in the player's own insights. You are helping eliminate delay.

2. Powerful moments produce huge shifts.

Even when what you are sharing seems small, it is often the pivotal shift required for a larger shift. The aha will be a powerful moment for the player.

3. You begin to trust the coaching process even more.

The more you begin to trust the coaching process, and your skill, the more effective you will be as a coach. Seeing the shifts happen for your player will be immediate feedback to you - thus accelerating your own progress as well. :)

How do you know if you're getting it?

- You begin sharing appropriately.
- You have identified your own internal signals that you are getting an inkling.
- You look forward to inklings because you know it is the beginning of something powerful.
- You share freely, without the need to be right or get the player to agree.
- You share without self-referencing.

What are some common mistakes when using this Proficiency?

1. The fear of being wrong.

This fear will often keep the coach from sharing, or from allowing the player the room to have their own inklings. When you being right is more important than serving the player, you're not really coaching.

2. Saving face.

No need to save face because you haven't done anything wrong. It's not about you, it's about them.

3. Not asking permission.

Remember to talk about your style at the beginning of the coaching relationship. Reinforce it throughout by gently introducing the inkling.

4. Being impatient.

Let the player talk before you jump in with your share. Don't worry. You won't forget it, and you may inkle even deeper the more you hear from the player.

5. Self-referencing.

Have we said this enough?

6. Doubting your inklings.

If you need to know where every thought you have comes from, you will dramatically slow the coaching process. This doesn't mean to share every single thought you have, necessarily. Listen and trust.

7. Not knowing the player or potential cultural differences.

If you are going to be sharing what's there, it's worth finding out how to do that most effectively. Some cultures have different expectations about confrontation or sharing. Create mutually agreeable guidelines early on.

4.14) Coaching Proficiency #07: Recognizes Perfection in Every Situation

One way of looking at life is to believe that everything happens for a perfectly good reason, even if we cannot always see or know that reason within our own lifetime. The point here is to look for and find how a player's event, problem, situation or trait is perfect, even if it's clearly not. Seeking to understand and recognizing perfection first, instead of offering tips, techniques and solutions as a knee-jerk reaction, is what the Great Coach does naturally.

Learning Objectives

1. What Recognizing Perfection is.
2. The difference between responding vs. reaction.
3. How to use this distinction in your coaching.
4. To explain the difference between believing in perfection and forcing perfection.

What is Recognizing Perfection in Every Situation?

1. The ability to look at events and know there are other possibilities.

Recognizing perfection doesn't mean that things are "ideal" or the way the player would have consciously chosen it. It does mean being able to identify different possible meanings, seeing multiple realities. You may need to transcend your own bias against the word "perfect."

2. Being in discovery mode.

When you are looking for the lesson, you may actually miss the perfection because you are so results focused. Get curious.

3. Really believing in Perfection.

Perfection is a paradigm shift for most people. If something really is perfect, it doesn't require you to fix it. If you attempt to fix or solve the situation, you are attempting to force your meaning onto the situation, which is antithetical to perfection.

4. Identifying the Greater Truth of the situation.

There is always a Greater Truth than what the player is currently seeing. The perfection is in there.

What are the general truths about recognizing the perfection in every situation?

1. Things occur for a crystal clear reason, or not; that reason may never be known in our lifetime.
2. When the coach sees the perfection in a situation, they coach better.
3. When perfection is seen by the player, there is instant gratitude and substantial change is more likely to be made.

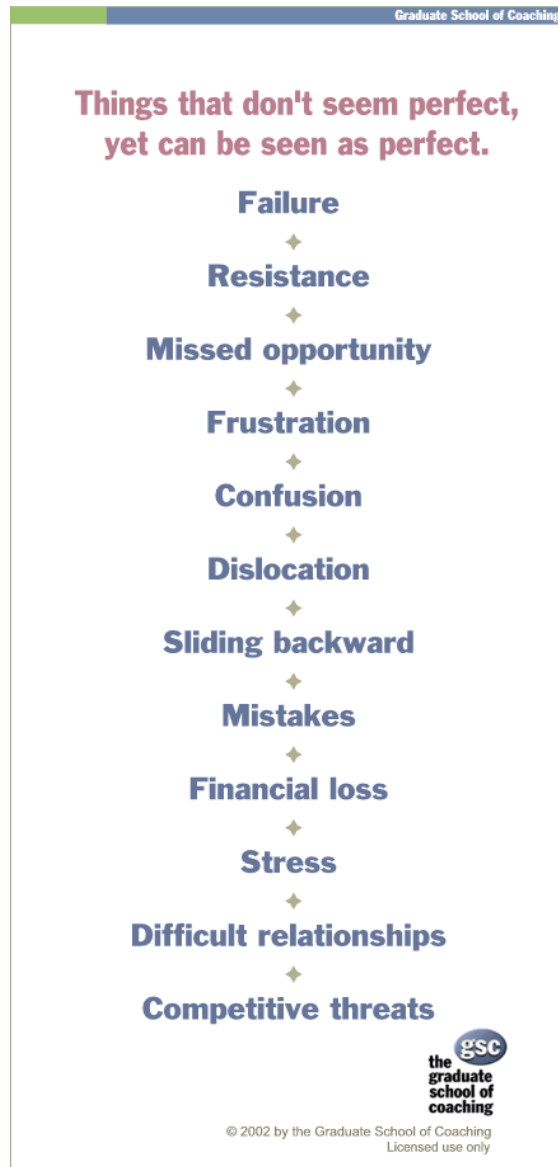
#7. Recognizes the Perfection In Every Situation



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- **Look beyond...**
When you look beyond the current situation you can see more. Allow the player to look beyond missed opportunities, the immediate loss. When the player can see beyond the present moment, they can begin to recognize opportunities and possibilities.
- **Be with...**
When you allow yourself and the player to be with the doubt, their reactions and yours, you create a connection that allows for looking beyond.
- **Discern the...**
What is the greater truth about the situation? What is the underlying dynamic that is operating? What is the source of the challenge? Could it be a source of opportunity?





What is the value of recognizing the perfection in every situation?

The player (and you) moves from resistance, personalizing and blame, to accepting, utilizing, and transcending the perceived challenge.

What are some questions to ask to reveal the perfection?

1. What's perfect about this? or if that's too difficult...What could be perfect about this?
2. If this were the first step toward a significant, perfect experience/change, what would that mean? What would that change be?
3. Tell me a time when something didn't work out as planned, but ended up being much better.

Why is this a Proficiency?

1. **Requires maturity and finesse.**

It's easy to overdo this one. You must use finesse and great rapport, and be wise about when you bring this up with a player. You, of course, can still come from this perspective without voicing it to the player.

2. The coach must really believe it.

If you haven't adopted this frame of reference, then you are just faking it, and your player will be able to tell. To master this proficiency, recognizing the perfection in every situation must be your default.

3. Neutrality vs. drama.

Your players may have a lot of drama, intense drama even. The Certified Coach does not get seduced by this. Drama has a way of keeping us there - that's why players keep recreating it.

4. Requires mastery of basic coaching skills.

You have to have the basics handled before you can really approach this with confidence. Let it evolve, look for the evidence that there really is perfection in every situation.

What are the benefits of recognizing perfection in every situation?

1. Your own life will be more perfect.

When you master this proficiency and it becomes one of your default frames of reference, your own life will feel more perfect. You will find that you have more reserves and you won't get in your own way when coaching.

2. Increased resiliency.

Coaching from this proficiency helps your player build muscle for dealing with challenges and adversity; in fact it will shift their paradigm so that adversity feels different.

3. Empowers the player.

Mastering this proficiency allows you to lead the player to discover their own power, and to take the negative charge out of difficult situations.

4. Puts both of you in discovery mode.

Discovery mode is a creative process, opening up possibilities. Your player will feel more empowered and come up with better ideas from this framework than from forcing a solution or being in quick-fix mode.

5. Increases the player's responsibility.

When the player feels responsible and empowered, they will be able to respond rather than react.

6. Helps player strengthen in many areas.

Recognizing the perfection in every situation allows the player to strengthen their sense of self-responsibility, resourcefulness, creative problem-solving, transforming disappointment into something better.

How do you know if you're getting it?

1. Your immediate response is to look for perfection, no matter what the circumstances. (You'll start to show up in the rest of your life this way, too.)
2. Your players are making significant shifts and getting into action - whether they actually believe the situation is perfect or not.
3. You respond vs. react.
4. It begins to be a fun game for you.
5. You recognize multiple realities.
6. You recognize that what the player is looking at is framing, rather than "reality".
7. You stop needing to use pain to grow.
8. You relax, because it makes total sense.
9. You discern the underlying dynamic.
10. You see the greater truth.
11. You are comfortable with discomfort.

What are some common mistakes when using this Proficiency?

1. Forcing perfection vs. allowing perfection.

Don't be too zealous too fast. For example, if the player is in the depths of their drama, you probably don't want to exclaim, "How perfect!" Lead the player to evolve their recognition of perfection.

2. Reacting vs. responding.

Don't jump in to fix it. Ask questions to draw out the perfection. You must be able to BE with the "problem" rather than solving it or making it go away.

3. Thinking it's not really perfect.

As the coach, you must be able to see perfection, or at the very least you must know there is perfection present even if you can't see it yet.

4. Being seduced by the drama.

Don't let the story go on too long - or both of you will be wrapped up in it. Ask questions to get clear about what's going on and what the player's framework is, then ask questions to draw out the gems.

Chapter 5) Results
~ Designs Supportive Environments
For Class 5 of 6

“Success, not to mention personal evolution, becomes sustainable when there are environments and failsafe structures which support it.”

- Thomas Leonard

5.1) Coaching Theme: Results

Results = Your “YOUUnique” contribution in the world

This means: the results in the world that we desire will not happen unless WE play for them.

As a coach we help our players get better results in many ways including: better play planning, unleashed superpowers, growing skills, better choices, new possibilities, focused energy and supportive environments.

The Purpose of Coaching is to guide an individual or team to play better and win on their own terms.

Results are the primary topic of coaching conversations. This is pretty much what we talk about most the time. The conversation begins with co-creating an understanding of the desired results that spring forth from the Big DREAM. Then creating a plan to co-create the results, playing and then growing from what happened and what didn't happen.

The Coach creates a safe space for the in depth exploration of success and failure with an intense focus on growing from every experience. These conversations are where coaching makes a huge difference and it becomes clear that one should not attempt to play for a BIG Dream in the world without a coach by their side.

Energy Alignment - Environments

The ability to co-create results is the core ability that accelerates the experience of Adding Value. Adding Value is all about results.

In the 20th Century – the Industrial Age - the way to add value was by “fitting in” to an organization and following instructions – to complete tasks that you could control without making mistakes – In the Industrial Age YOU do not matter, you can be replaced.

In the 21st Century – the Connected Age – the way to add value is by expressing your unique contribution to co-create results in the world – to take actions in pursuit of results that you cannot control but you can influence. In the Connected Age YOU matter.

{preview the Role Play + Pivotal Moment Technique;

Preview Environments of Energy Alignment = lead in to bigger convo with Prof 14

Expanding Universe (Dream Team);

and the Profs Champions the Player and

Designs Supportive Environments

Explain... Why Environments lead to sustainable results

***** From the Player Playbook: Energize Your Dream *****

5.2) Player Audio for Session #5

[Listen to this audio to prepare for Session 5.](#)

5.3) Results

“Results” are what happens in the world when we take action. When we play in the world, the results we desire are something that we can NOT control but we can influence with our strategy, energy, skillful action and luck.

The fundamental reason why any individual chooses to become a player with a dream and a coach is because they have a strong desire to create new, better or bigger results in the world. No one needs a coach to keep doing what they are already doing!

When we pursue results, sometimes they happen and sometimes they don't; in other words, we can succeed or fail. The opportunity to succeed or fail based on our actions is actually what makes life, and any pursuit, **fun** to play. Since we can fail – which is not nearly as much fun as succeeding - it sparks the desire to want to play better and succeed more often. This is where coaching comes in!

To jump into play where failure is an option requires courage; this is why the safe space created with the coach is essential.

5.4) Playing for YES... Relating for influence...The “Game of Ask” ~

Playing for “yes”, relating for influence, the game of “ask”, there are so many ways to talk about this one pivotal action: asking others for what your DREAM wants or needs. This is a really big deal. And for most people with a dream this is an area with tremendous personal growth potential. This is an area where you can PLAY so much better.

We are going to explore this from a few perspectives because my aim is for you to get excited about growing this capability by practicing with your coach.

You already experienced the Role Play Technique with your coach so you can imagine the value of practicing conversations where you intend to ask for something.

You already experienced the Pivotal Moment Technique with your coach so you can imagine exploring the doubts and fears that come up when you intend to ask for something.

In your next coaching session you are going to experience something we call: **Transformational Play**. This is when we blend these two powerful techniques together; like a mashup!

What should you practice asking for?

Let's talk about this next because I want you to get into the vibration of this growth opportunity.

Consider this: to play for a BIG Dream in life will require contributions and participation from a bunch of other people. Ultimately everyone who contributes or participates in your

dream will do so BECAUSE you asked them to and they said: “Yes”; and then took action for you or with you.

Like I said, ASKING is a really big deal.

Asking includes these related activities as well:

- Invite
- Offer
- Request

Most people fall into one of two categories:

A) You DON'T ask for anything; except for maybe asking someone to pass the salt at dinner.

B) You are relatively comfortable asking people for things; up to a certain point! Then not so much.

Either way, there is a growth opportunity.

If you are in the A Group, then starting to ask for what you, and your dream, want or need will be huge.

If you are in the B Group, then your opportunity is to PLAY Bigger with what you ask for; to imagine asks that are outside of your current self-preservation zone.

For example: I can ask someone to buy from my company because I know I will deliver, but I struggle asking for referrals because that feels like asking for help... which I NEVER do.

You get the picture. What are the “Asks” that would REALLY take you and your dream to the next level?

On a related note, something I tell our coaches all the time: “it only takes one major influencer recommending you to change your life forever.” I know because it happened to me.

There might be an “Influencer ask” like that available to you in your business, career or community aspirations.

ASK someone... ASK them...!

- Ask them to do something with you
- Ask them to do something FOR you
- Ask them to recommend you
- Ask them to refer you
- Ask them to introduce you
- Ask them to join your group / email list



- Ask them to co-create an experience with you
- Ask them to participate in what you are creating
- Ask them to share about it
- Ask them to buy from you
- Ask them to attend your event / experience
- Ask them to bring a friend
- Ask them to give you feedback
- Ask them to share a resource they have with you
- Ask them to support you
- Ask them to give you something



ASK THEM! Your Dream is worth it.

5.5) Reward and Risk; Play BIG and Play Safe

Play with social risk... again... your dream is worth it.

Asking (along with offering, requesting, inviting) is an essential playful human activity.

Little children ask each other, and big people too, to do “things” quite easily and naturally; it is an essential activity in playful co-creating.

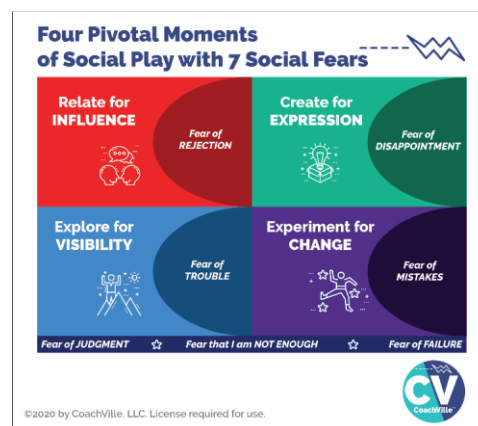
It is playful because it is something that can’t be controlled BUT can be influenced with skill, creativity, energy etc.

Remember this Social Play / Social Fear chart?

Hopefully by now you have a ritual to add some playful activities to your play plan each week.

When you take playful action you are in pursuit of a social reward and you are taking a social risk.

Understanding reward and risk is an essential part of play. And it is super essential to playing well for your Dream.



If you are playing basketball and you have the ball, if you choose to shoot for the basket you are in pursuit of rewards: points, admiration of your teammates, the joy of a high five! If you miss you risk the disappointment of your teammates.

If you are singing a song on a small stage at a local venue you are in pursuit of rewards: the joy of performing and the admiration and applause of the observers. You are also taking the risk of making a mistake in public by hitting a wrong note or forgetting the lyrics and the possibility of disappointment if some people don’t enjoy it.

There are similar dynamics involved when you play for your dream.

- Influence is a reward
- Expression is a reward
- Change is a reward
- Visibility is a reward

All of the social fears associated with play are risks that you must embrace in order to pursue the reward! Rejection, disappointment, mistakes, trouble, judgment and failure are all possible outcomes when you engage in social play.

You have to embrace the risk in order to pursue the reward.

Transformational Play means:

- Practice the actions so that you get the desired rewards more often.
- Embrace the feeling of risk so that you can play fully and learn from every experience; then use the learning to improve your practice.
- Develop the body awareness to proactively choose when to risk and when NOT to risk (AKA Play Safe); rather than REACTIVELY resisting the action. This is what the Pivotal Moment Technique is all about.

In this session with your Life Coach you will get a little taste of Transformational Play. We will get to this in a moment.

Understand Belonging and Social Status

Understanding the Need to Belong and the power of social status within your body and mind is an essential element of personal awareness.

Remember the 3 Superpowers of Human Nature:
Become – Believe – Belong?

The Need to Belong is the Biggest Circle because it has the biggest influence on our ability to play for our dreams. The social / tribal part of the brain and body takes up a lot of space and a lot of energy when you are around other people; it is constantly assessing your environment for social safety and status. And if you are alone but have your phone/internet device with you, the realm of social safety and status is in your hand.



I have made a serious study of Human Nature in both reading about human evolution and coaching lots of people. You don't need a PhD to understand that the Need to Belong is a BIG part of our Human Nature. It's happening / operating ALL THE TIME. What we can do is understand how its signals and impulses impact the way we play for our dreams.

It greatly influences how you perceive your value relative to another person or within a group; and this greatly influences your comfort or discomfort in asking for something in any situation.

By exploring and practicing an ASK with your Coach you can become aware of the influences, your choices and your opportunities for growth. The Urge to Become fuels your dream. Then with your coach you can uplevel your beliefs and your belonging to play for the Dream.

A quirky little example:

Your Urge to Become thinks: I should ask Influencer Jane to support my dream.

Then your Need to Belong might wonder: I would LOVE to be in Influencer Jane's inner circle. But do I have enough status to ask her? Does she value me and what I am doing?

Then your Beliefs step in:

I don't believe Influencer Jane cares about my dream.

If I ask Influencer Jane and she says "no", I will never be able to ask her for anything again.

OR

Influencer Jane might say "yes" if I can position my dream as a win-win for her and our community.

Influencer Jane is really busy. I better wait a few months before I talk to her.

****!!****

Anyway, you get the idea: it can get pretty swirly in there! And this stuff flashes through us really fast. **Unless your BIG Dream, your playfulness and your superpowers are fully activated, it is likely that your Self-Preservation Beliefs will have more pull.**

This is where practicing with your coach – slowing down the moment, using judgment-free awareness – can help you explore all of these elements so that you can practice and choose with clarity and power. AWWW YEAH!

In the next section I will share with you a short story of "little you" and BIG SUPER YOU. It will help you understand how our self-preservation beliefs got so strong.

But one more thing about asking...

Success is NOT a "numbers game"

There is a mantra from the Industrial Age of Control that success is a numbers game. It goes like this: if you just ask enough people eventually you will get a "yes". While it can be powerful to have determination and to keep going in the face of rejection, success is NOT a numbers game at all.

This mantra presumes that we are all robots completing tasks and making logical decisions all day. HAH!!!

Success in asking is about skill, energy and LOVE!

Your skills – connecting, sharing, listening – have a big impact on how other people feel and respond to you.

Your energy – attitude, clarity, playfulness – have a big impact on how other people feel and respond to you.

Your LOVE – passion, sensitivity, caring – have a big impact on how other people feel and respond to you.

Again... all of these can be improved by practicing with your coach.

The Delusion of Control

On a related note: it is easy to fall into the Industrial Control trap that you should be able to make a list of TASKS and complete them on time.

An ASK is not a TASK!

You can't control other people; this is an unfortunate delusion. Because we were SUPPOSED to be able to control everything, including people, in the Industrial Age a lot of clever manipulation techniques were devised to convince people to do what you want them to do. While you may be able to manipulate people sometimes, this is an extremely stressful way to go through life. I don't recommend it!

The growth opportunity of the Connected Age of Play is to see your life as social play and hire a coach to help you expand your playful influence! (Like you already did!)

5.5) How you “lost” your superpowers and playfulness

So by now, after a month with a Life Coach and reading this playbook, you may be wondering... DANG!

- How did I lose my playfulness and my urge to become the next version of ME every day?
- How did I come to believe that it is not safe for me to express my unique power?
- How did I settle for belonging where it's not OK to be the full-on playful, powerful version of me?

These are the truly life changing questions that I started asking myself 15 years ago; and by then I had been a successful Life Coach for 6 years!

I set out on an intense exploration to rediscover my Human Nature... **to Re-Humanize.**

I started reading anthropological oriented books about Humans BEFORE the Agrarian Age and Hierarchical Control Cultures.

I started exploring deeper questions with my best players (AKA clients).

Over a few years a picture and an understanding emerged. I shared with you a chart describing the Industrial / Hierarchical Control Culture compared to the Connected Play Culture. This next model tells a story of how each of us was trained for Hierarchical Control.

{Model on the next page}

The Co-Creation Dynamics of "you" or SUPER YOU!



As a little person, your **Urge to Become** activates and you start to play. You play everything. As you play you grow... you become the next version of you day after day, month after month, year after year.

At the same time, as you play, your environment reacts to you and the **Need to Belong** kicks in... **HARD**. You naturally and instinctively do whatever you feel you need to do to maintain belonging within the group (aka family) you are in.

When your environment reacts favorably to you, you come to **believe** that it is good and safe to do what you are doing and you do it more. If your environment reacts negatively to you, you come to **believe** that it is NOT safe to do what you are doing and you curtail it or stop completely.

The **Capacity to Believe** is extremely useful for learning how to get along in the world of people. You come to **believe**, for example, that people don't like it when you throw a rock at your little sister; this belief is a good thing.

However, if for example, you are crawling around following your curiosity and a **BIG** person yells: "NO" and puts you into the isolation pen (for some reason it is called a "playpen"), you may come to **believe** that it is not safe to be curious; this is not such a good thing.

First at home, then in Hierarchical Control school and then in Hierarchical Control jobs, your **Urge to Become** through play moves you into life. And as you do this the **CONTROL** environment reacts to you. When the reactions are unfavorable – which happened a lot in Industrial Hierarchical Control Culture - your need for **belonging** and status are threatened; this is called getting "in trouble". As this happens you develop **beliefs** about yourself and life. Over time we come to believe a whole lot of things about ourselves that restrict access to our powers and playfulness. The activities and expressions that we feel safe doing gets smaller and smaller; more and more controlled.

As various aspects of **YOU** go into the "not safe to express" category in your beliefs, you become a smaller and smaller version of you. **You come to FEAR your natural playfulness and your unique powers because at one time expressing them got you in trouble; AKA threatened your belonging.**

Also notice in the diagram that as you move from home to school to jobs your playfulness gets smaller and smaller as does your access to your unique superpowers.

Fast forward to now and urge to play BIG for your Dream...

And you hired a Coach! Whew!! Just in time.



So, when you experience inner resistance or doubt or **FEAR** attempting to do any of the needed activities of your dream – which are playful and need your unique superpowers – it is not because there is something wrong with you! It is simply because you are a human being who grew up in the Industrial Age of Hierarchical Control and absorbed the Industrial Control Culture's fear of play and unique personal power. These are the pivotal moments that you need to observe with judgment-free curiosity.

I believe that this process of losing our unique power as we grow up has been a part of the Human experience since the beginning of modern civilization. Most of the Hero's Journey stories include the pattern of going out into the world, facing new challenges and discovering lost inner powers.

However, I also believe that the fear of playfulness and uniqueness was extreme in the Industrial Age of Control so most of us have become very small versions of our potential.

I also believe strongly that since all of these “don’t do it” beliefs were established in social situations (AKA belonging) we need to explore and uplevel them in a socially safe space. This is why 1-1 personal coaching is such a powerful force for personal growth.

5.6) Become ~ Believe ~ Belong - Life Coaching for Super YOU!

Remember this model from the Introduction. Now that you understand more about Life Coaching and more about how your Playfulness and YOUNique powers got buried under doubts and fears absorbed in the Industrial Control Culture...

Let’s have a deeper look and the path to Super YOU!

Promote Playfulness

- Rekindle your awareness of the Urge to Become within you.
- Develop trust in your capacity to play better through practice.

A Dream to Believe In

- Cultivate a belief in the value of your dream in the world.
- Uplevel beliefs that you can safely express your powers through practice.

Profound Belonging for Superpowers

- By practicing in the safe space co-created with your coach you can develop confidence in your powers and expand your ability to embrace the risks associated with using them.
- Through skillful relating and courageous exploring you can design and develop a place of belonging for the Superpower version of YOU!
- When you play in a space of profound belonging, you can let go of the Industrial Culture focus on working alone and step into your Human Superpower of co-creating your dream with others.

The path to Super YOU is not a straight line. It’s not even a road map with clear directions. It’s more like an adventure with a treasure map with lots of challenges and somewhat mysterious clues. **And it is SOOOOO liberating and fun.** Keep playing.

5.7) Environments (Energy Alignment Game)

While your environments are a tangible thing, they have a major impact on your energy. This is because your non-conscious mind is in constant communication with your environment taking cues and clues about your belonging and status. This is how the



energy of your environment gets into you so deeply without any active participation on your part.

When we are young we don't have much choice about our environments and a lot of energy gets into us. This isn't good or bad... it just is. But mostly the energy aims to have you become a person who can fit in with what is already all around you. Most likely, this will not be a good fit for the dream you have today.

And there have been times in your life when belonging and becoming have joined forces in your life. An example would be in High School when you joined a sports team or a singing group and you had friends that inspired you. Or if you were lucky enough to join a business with people who inspired you to grow in a way that you aligned with.



The BIG point here is that we have a 2-way relationship with our environments. While we are always adapting to the environments we are in, we are also creating our environments by choosing where we go and who we spend time with.

Again, these adaptations are mostly non-conscious and so are most of our choices.

Now that you are playing for this BIG Dream, you will need to proactively design and uplevel the **people, places, things and ideas** around you to align with your dream. This way you use the force of belonging to pull you toward your dream. This is an accelerated way to become the next version of you that your dream needs you to be.

- **People:** Everyone you know and networks
- **Places:** Physical and virtual spaces
- **Things:** Tools, technology and finances
- **Ideas:** Knowledge and information

First of all, your Life Coach and emerging Dream Team are your new environment. AWESOME!!! With your team you can share about your ideas for experiments and explorations and learn from the experiences of your team members!

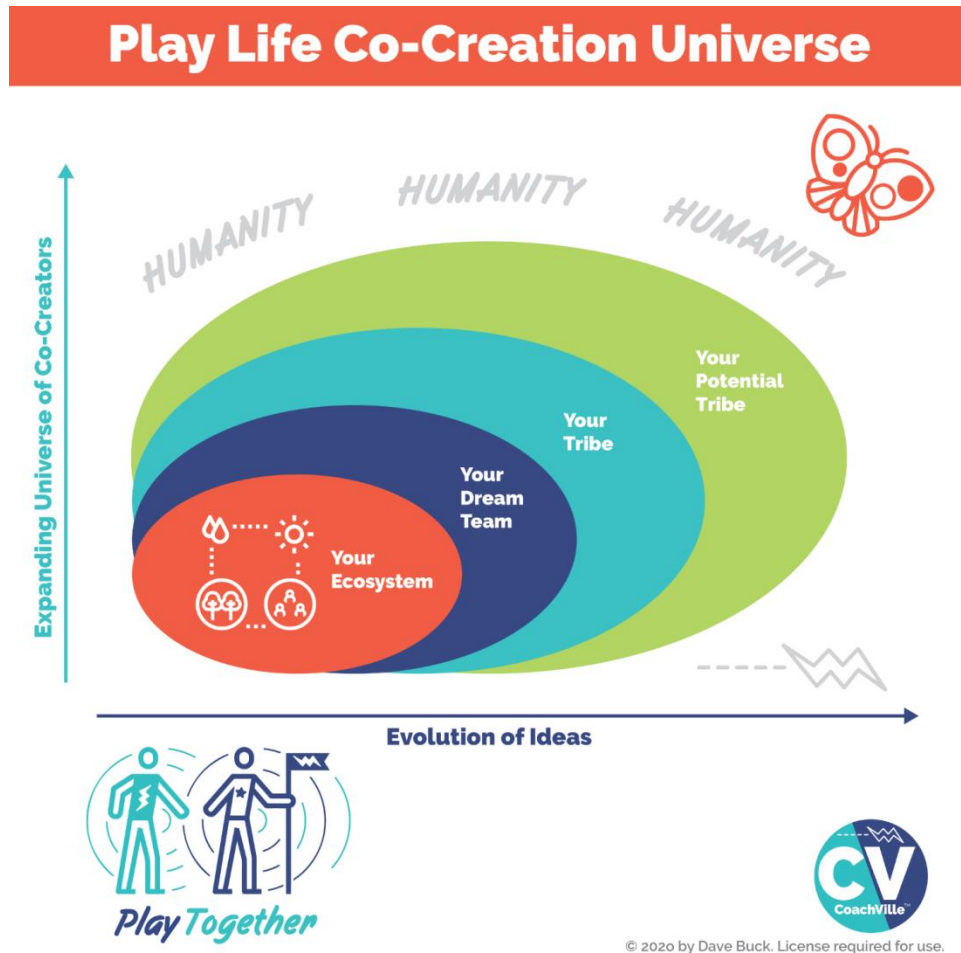
Next as you endeavor to align your environments with your dream you will need to have a lot of BIG conversations with people in your environment; both people close to you AND people in your network who you don't know yet but want to collaborate with. You can role play these conversations with your coach and then explore the fears with the Pivotal Moment Technique. This will make a huge difference.

Upleveling our close relationships can be one of the hardest things in the world to do; even with folks who are supportive of your dream. While the people who care for you want you to pursue your dream, they are human and will also have strong self-preservation instincts that want to keep you safe; and most of the time they just want you to stay the way you are now. Practicing with your dream team will help you approach these conversations with clarity and confidence.

Another big part of playing BIG for your dream is this: you are surrounded by resources that can make your dream come true! But you will have to ASK! And if you are like most people who grew up in the Industrial Age you absorbed the belief that it is not safe to ask for what you want. This is one of the hardest beliefs to uplevel. But with practice and the Pivotal Moment Technique you will soon be able to do it. Then... look out world!

Remember this key point: To get to the next level of any endeavor will require a new environment. In the pursuit of your BIG Dream there will likely be several next level / “need a new environment” experiences.

5.8) Your Dream is a co-creation



Another powerful way to evaluate feedback is to imagine that everything happening as you pursue your dream is a co-creation between YOU and “Your World”

The essence of your BIG Dream adventure is to contribute your YOUNique Superpowers to create value in the world for others. FUN!

Your Ecosystem:

You start by seeing yourself and your dream as part of an ecosystem rather than an isolated entity. Look for the holistic picture. You are a part of something bigger and your contribution is essential to your thriving ecosystem of colleagues, partners, advocates and customers. You want everyone and everything in your ecosystem to thrive.

Your Dream Team:

This is your trusted inner circle and includes your Coach!

Your Tribe:

These are the folks that you aim to serve / contribute to / participate with as part of your BIG Dream. Anything that happens or doesn't happen when you engage with your tribe is essential feedback to evaluate.

Your Potential Tribe:

As you grow in capability and confidence in whatever you are doing there is an expanded circle of people and possibilities that you can explore.

Humanity:

While you aim to create value with and for your tribe, it is good to hold the intention that your contribution is for the betterment of Humanity and The Earth!

The BIG Idea

The point of this view of the world is to realize that you and your dream are an essential part of a bigger picture; you are a part of something!

5.9) Prepare for Session #5 Results

First... the important items we explore every week... Take a look at your Play Plan play sheet from the week and select a few things to share.

- Your BIG Dream.
- Explore the Fear / Growth Zone.
- Challenges and Superpower Discoveries

Practice Playing for “Yes” with Transformational Play

Transformational Play is the name we use for combining the Role Play technique from session #3 and the Pivotal Moment Technique from Session #4.

The idea is that when you role play a conversation where you are playing for “Yes” you will probably experience some inner resistance, doubt or fear.

So then you will explore that resistance using the Pivotal Moment Technique. But rather than pre-playing the situation in your imagination, you pick up right from where you experienced the resistance in the role play. It's powerful!

Energize Your Dream Session #5 Notes				Date: _____
The BIG Dream:				
Explore the Fear / Growth Zone				
CELEBRATIONS 	INSIGHTS 	ACTIONS AND RESULTS 		
CHALLENGES 	SUPERPOWER DISCOVERIES 		Session Focus: Role Play an "Ask" 	
THOUGHTS 	BODY SENSATIONS 	IT'S NOT SAFE FOR ME TO SUPERPOWER POTENTIAL 	HEART'S DESIRE 	
 Growth Zone What did you learn... About playing for your dream?		 About yourself and your Superpowers?		
Play Plan: What are the actions / perspectives you will focus on? _____ _____ _____				

To Prepare...

Come to the session with a clear idea of the playing for “Yes” conversation (ASK) that you want to explore. Choose one that you KNOW is outside of your self-preservation zone.

When you get into the Pivotal Moment technique your coach will ask you to close your eyes. It is much easier to access your imagination and inner awareness this way. When you open your eyes, fill in the key words on the sheet for thoughts, body sensations and “It’s not safe for me to”. This is also known as the “Body Belief”.

All of this should make more sense to you now after reading this Chapter.

Superpower Potential

When exploring the resistance it might reveal a superpower or playfulness. You will get a picture of what you were expressing – or trying to express – when some trouble happened. Whatever you were doing will probably reveal one of your natural superpowers for influence. Remember, as children we were all natural influencers. It’s in YOU somewhere. We just need to find it and activate it. If it doesn’t pop up when you are exploring the moment with your coach, it might pop up later.

Heart’s Desire

This is where you put your heart’s desire into a power phrase to guide your imagination.

THEN...

You will go back into the Role Play and practice again but now with more freedom and deeper access to your Superpowers for Influence.

Growth Zone : always remember that the purpose of a coaching session is to play and grow while you are in the session.

Play Plan

Make a few notes about actions you want to play with this week! Then write out your play plan for the week. Pivotal Moments... keep looking for them.

And that is Life Coaching with Transformational Play. AWWWW YEAH!

Look out world, here you come!

5.10) Coaching Notes for Session 5

Results by Designing Environments

**Featuring Role Play an “ASK Your Environment”
combined with the Pivotal Moment Technique**

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 in the face of social risk. 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 technique. This Coaching Guide is set up for you to weave these two coaching techniques together

Connecting a few dots...

The focus of this Chapter is Results. A result is when your action has an impact in the environment; mostly the people environment. The role of the relationship between a player and their environment is often overlooked... but not at CoachVille! It was something CV Founder Thomas Leonard talked about all the time; it is the focus of our 12 Week program called World Power.

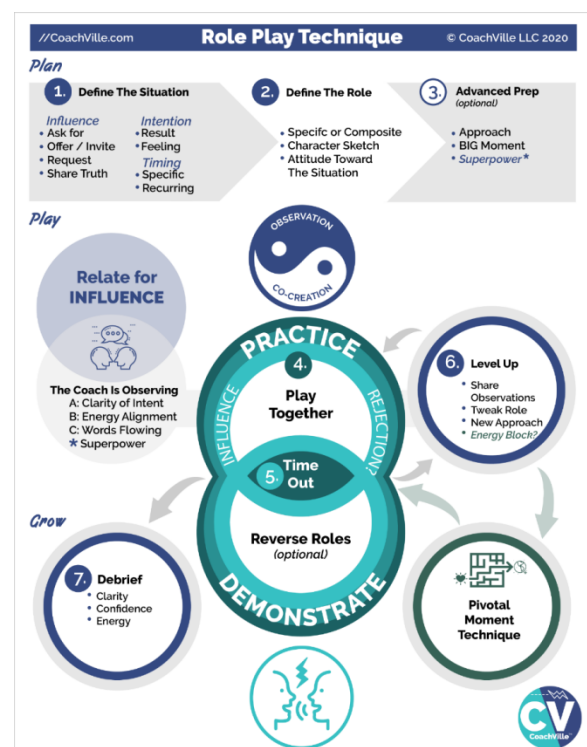
There are many tools that a coach and player can use with a player for them to uplevel their environment and to co-create an environment that is perfect for the fulfillment of their dream. In this session we practice what is probably the MOST essential: practicing an ASK with your player. ASKing is the “BIG Kahuna”. The best way to coach an ASK is with the combination of Role Play and Pivotal Moment Techniques.

Role Play + Pivotal Moment

Remember this Role Play Technique Model from Chapter 3? In this session we are going to practice the flow that you see on the bottom right of the model: The role play ~ pivotal moment combination.

Using these two techniques together prepares you to “Coach Life” at a very high level. The pivotal moments in the pursuit of most BIG dreams occur when a player desires a “Yes” result in a meaningful conversation. And very often these conversations contain the social risk of rejection; which brings up fear that you can explore using the Pivotal Moment technique.

Practicing these moments is the “every day stuff” of deep life coaching for leadership, business, personal growth... pretty much everything.



Role Play an “ASK”

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 see both their conversational dexterity and their energy.

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.

A Quick Walk Through (starting on page 25)

4A) You set up the Role Play of an Ask, Request, Offer, Invitation
You jump in and play; make it easy / obvious for them to make the ask.
NOTICE if they avoid, hesitate, sound confused, lack confidence etc.

CALL TIME OUT!

Now we jump into the Pivotal Moment to explore the non-conscious influences on them in the moment.

You skip Step 1 – PrePlay the moment – because you are already IN the moment.

4B.2) Review Reactions with Judgment-Free Awareness

See what thoughts were swirling in their mind as they were making the ASK

4B.3) Feel the Energy in the Body

This is BIG! The body will reveal it’s doubts and fears about social risk.

It is very common for the player to have a memory pop about an earlier moment of asking for something. Just listen as they share any details they are comfortable sharing. It’s important for you to stay judgment-free here!

4B.4) Scan for Body Beliefs

Here we give voice to the fear of asking. Keep championing their courage!

4B.5) Explore the Superpower Potential

Most of us have superpowers for influence that were squashed early in life in the Industrial Culture. This may be illuminating. You may need to highlight their powers of passion, self-advocacy, advocating for a person or cause, etc. Keep championing them.

4B.6) Make the Mind the Ally of the Dream

Here you give voice to the dream; to contrast with the voice of the fear. You may need to suggest some words. Always remember that BOTH the fear and the dream are honorable.

4A.4) Practice Again

Now... rather than preplaying the moment in the players imagination, you jump back into the role play. Almost always you BOTH will notice a huge difference in clarity and confidence by the player.

Again... Champion their growth!

*** End Walk Through ***

Whew! We did it.

In my opinion... this is REAL Life Coaching at its most profound.

Champions the Player

In section 2 of the Coaching Guide – on page 24 – you will see the Champions the Player Technique woven into the coaching guide.

This is a fun and powerful technique that requires YOU to be on your toes and pull together comments from what just happened AND what you have learned about the player.

Read it through and imagine using it with the player before the session. Think about them and what they have done so far. This will really help you bring some powerful championing to the session.

5.11) Pattern Language

I share a little bit about this in the Introduction. I want to take it a little further here.

There are two aspects to pattern language

- 1) Play is the pattern language of Coaching Life
- 2) The 16 Coaching Proficiencies are the Pattern Language of the Coaching craft.

A Pattern Language is a set of phrases that bring an experience to life. So when you coach using these patterns you can be sure that your coaching session is alive because the patterns are alive!

Here is a brief quote from Christopher Alexander's Seminal Book about Pattern Language called "A Timeless Way of Building".

"There is a central quality which is the root criterion of life and spirit in a man, a town, a building, or a wilderness. This quality is objective and precise, but it cannot be named.

The search which we make for this quality, in our own lives, is the central search of any person, and the crux of any individual person's story. It is the search for those moments and situations when we are most alive..."

I love this quote so much. To me it beautifully describes what Life Coaching is all about: the search for moments and situations when we are most alive. I would take it a step further and call it: the intentional co-creation of moments and situations when we are most alive!

Play Pattern Language

Examples of terms in the play pattern language include: spirit of play, play plan, practice, keep score, play to win, skills, play better, performance-possibility gap, inner game, winning environment and rest and rejuvenate.

Using play pattern language will bring you and your player to life like nothing else! The language patterns make you feel alive.

Try this: Say to someone: “I’m going to work” and see how you feel and how they respond. Then to someone else say: “I’m going out to play!” and see how you feel and how they respond. Do this 10 times and you will be amazed at the shift in energy.

In addition, every dream has its own unique pattern language.

So a business dream has language like: marketing, sales, profit, deliver the service, customer satisfaction, referral marketing etc. Each word or phrase has a life of its own – just thinking of “sales” can evoke a variety of memories and emotions.

Or the dream of romantic partnership has a language all its own as well: Show appreciation, eliminate blame, create intimacy, build trust etc.

You already know the language of the endeavors you play and will eventually Coach. When you know the language you can speak with other players engaged in the same endeavor; you can play with them more confidently. Knowing the language is really helpful when doing Role Plays!

As you practice coaching you will use the language of the endeavor, which you already know, and combine it with the play language AND the language of coaching (the proficiencies).

Multi-lingual! Wooo Hooo!

5.12) Coaching Proficiency #14: Designs Supportive Environments

The Coaching Proficiency that illuminates the Coaching Theme of Results is #14: Designs Supportive Environments.

Introduction

Success, not to mention personal evolution, becomes sustainable when there are environments and failsafe structures which support it. After all, who wants to rely on fortitude and willpower to get things done or to develop oneself? Enter the Certified Coach who has been specifically trained in helping the player to design and install these environments.

Learning Objectives

1. To appreciate why designing supportive environments is important and why it's one of the components of the 15 "Proficiencies".
2. How learning to design environments will make you a better coach.
3. What resources are available?
4. How a coach sets up an effective environment.
5. Mistakes coaches make designing environments.
6. To support players to take the actions they want, to have the actions occur more quickly and to live in an environment that is inspiring vs. an environment that they suffer through.

What are the general truths about designing supportive environments?

1. Increasingly we are a product of our environments.
2. The trick is to craft them to craft you.
3. Well-designed environments naturally increase your performance by 2X-10X or more.
4. With designed environments, willpower/commitment is optional.
5. You can outsource your success to environments.
6. The trick is to choose to respond to environments, and become an expert designer of environments.

#14. Designs Supportive Environments



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- **You have a right to...**
...perfect environments for you.
...to manage your environments as you wish.
...to craft and recraft your environments.
- **Environments work as a...**
...system so that you don't have to do all the thinking and working.
...filter so that you can deal with smaller amounts of information or distractions.
...solution to the overwhelm of information you can experience.
- **Environments naturally...**
...evolve you. They keep you responding and growing even when you don't want to.
...develop. You will re-engineer your environments as your needs and capabilities change.
...support you. They help you do more work with less effort and attention.

What can the player expect?

To shift from relying on pushing, willpower, and trying hard, to feeling naturally guided, supported, and pulled toward what they want.

Key Points/Topics

1. Environments as partners.

This is a paradigm shift for many coaches and players. Your environments can be designed to make things easier for you, to automate processes - whether it be actions, mental processes, or personal habits. Being deliberate about your environments creates a relationship with them - which allows them to support and sustain you in reaching your goals. By creating a relationship with your environments they become much more than tools.

2. Almost anything can be an environment.

You might have to introduce this notion to your player since not many people think actively about their many environments. For example, people, technological systems, the television, office space, R&D teams, pets, School of Coaching, special interest groups, etc.

3. Environments vs. Self-Reliance

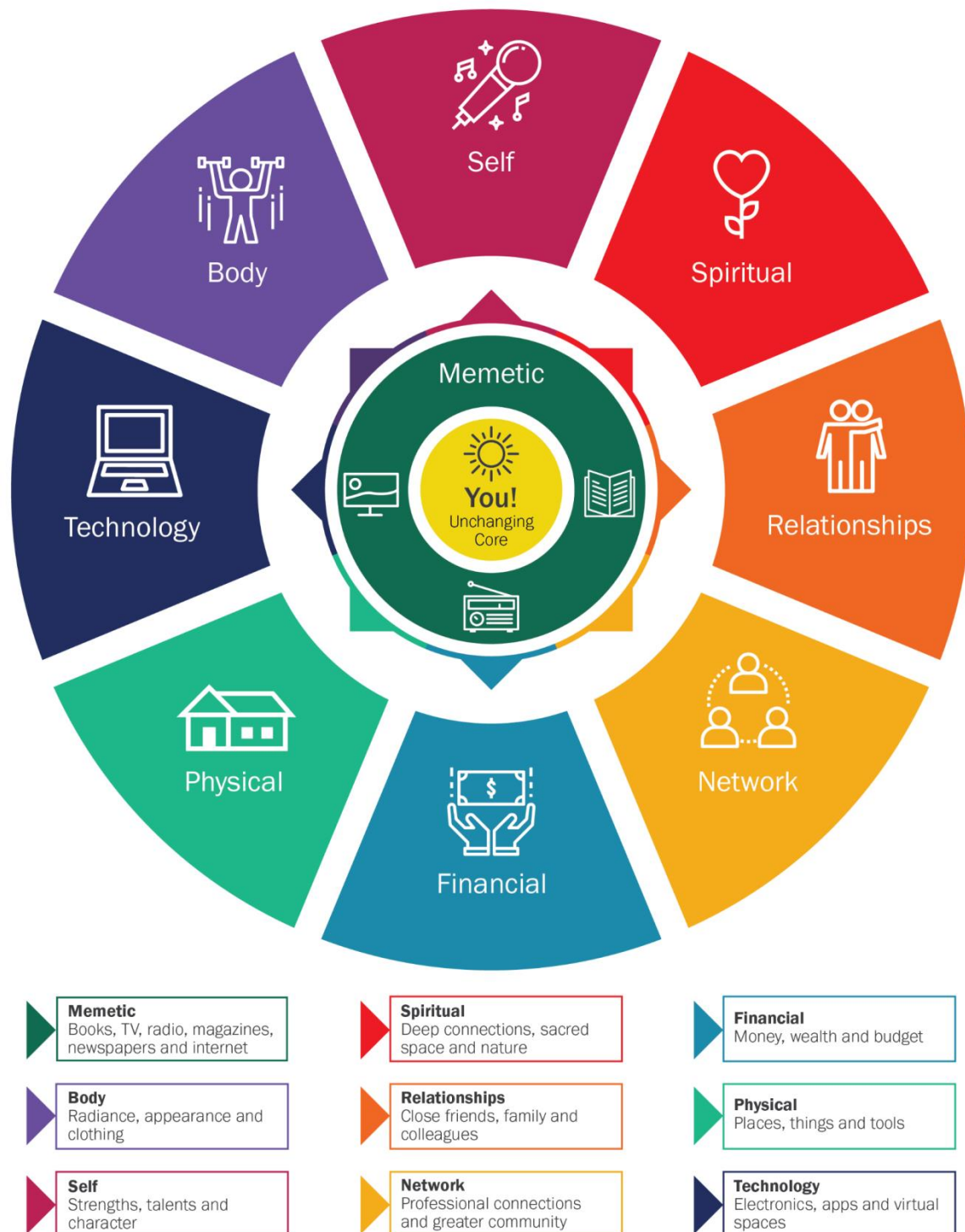
Relying on willpower to get things done can be done - often at the cost of physical or mental strain and stress if relied on too long. Environments, on the other hand, reduce the stress by setting things up to get done more easily, with less effort.

4. Environments create safety.

Environments do this in two ways. First, they are based on fail-safe structures that provide certainty and reduce stress for the player. Second, by focusing on designing environments, it takes the pressure off the player to have to be a certain way - changing the environment to fit them vs. changing themselves to fit the environment. This eliminates, or at least reduces, self-judgment.

What are the 9 environments?

The Nine Environments of You



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What are some key distinctions?

1. Ideal environments inspire rather than drain.

Your most powerful (and helpful) environments will be those that inspire. Careful crafting, perhaps through trial and error, will create environments that pull you forward, helping you invest time and resources in the things you want.

2. Environments are sustainable.

The best environments are set up to be sustainable, and to help the player be successful in spite of themselves. They do not depend on the coach to keep them going.

3. See everything as an environment.

By viewing everything as an environment, it makes you not tolerate things that don't sustain you. It forces you to look at things differently and de-personalizes it. Players will begin to recognize things around them as either sustainable environments or not. It brings a heightened clarity and sense of direction. Every goal has an environment to support it. If you can't come up with one, you might want to question the validity of that goal.

4. Environments vs. action.

When you set up systems that pay off for a lifetime, you don't have to spend so much time taking direct action. Think of it as deliberately developing habits that support you, so you don't even have to think about the actions.

How do you help players design support environments?

1. Introduce the concept.

Since this is likely to be a paradigm shift, introduce the idea and see if the player would like to work on this. If not, don't push. Chances are they'll be curious enough to come back to it at some point.

2. Be on the lookout for things your player wants to upgrade or change.

Obviously the player has something they want to change - hence the reason they've hired you. Have your "environment glasses" on, looking for clues about successful and not so successful environments. It will help you provide examples and explanations to them.

3. Use successful environments as a road map.

Learn about the successful environments your player already has to provide clues for designing new ones or transforming existing ones. Have the player tell you how they work best, then design it from there.

4. Pick something the player can accomplish.

In order to give the player the feeling of success so they can tackle the harder environments, help them select one they are likely to be successful with first. If it's something they've been struggling with all their lives, select a different area.

5. Design environments to help the player take action.

The way a player has their environment set up can either support them in taking action, or make it more difficult by creating obstacles or hurdles to get over. Help the player assess what systems or structures they have in place that are helpful and which are a hindrance. The goal is to have environments that propel you toward action by making it easy and more enjoyable.

6. Design environments to have actions occur more quickly.

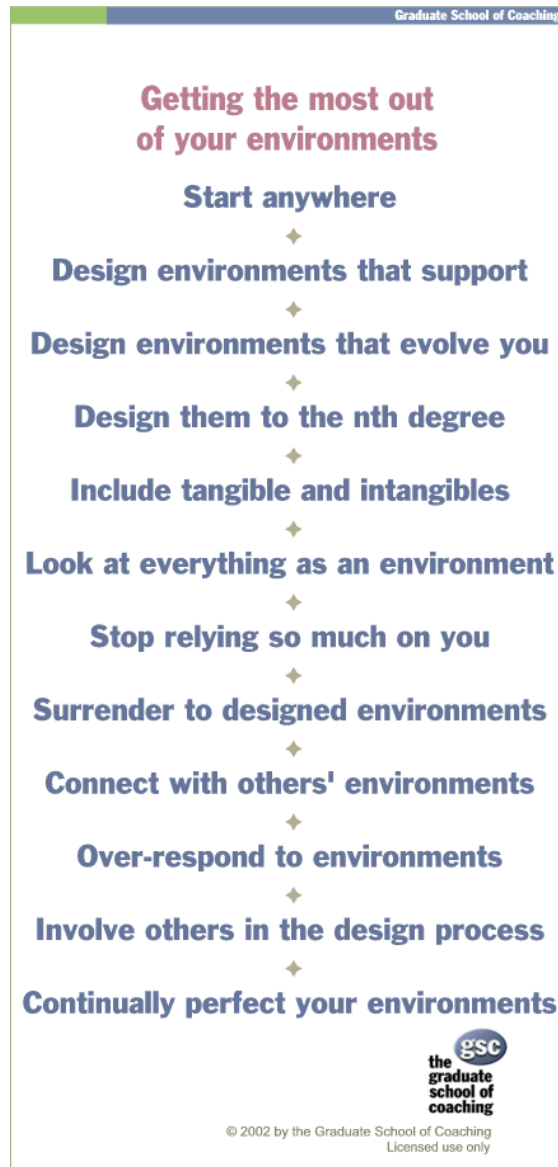
The faster an action can occur - whether by automation or self-initiation - the faster your player can get on to the next task. The speed of progress is very rapid, you want to help your player have systems in place so that they are in the flow, rather than scrambling to catch up.

7. Set up structures to strengthen the environments.

Think of it as the environment for the environment. If your player has to tend to the environment all the time, just to keep it functioning, then it's not really doing its job - to make their life easier and more effective.

8. Start with the environment of "designing environments".

Walk the player through it. When the player is at the max of their efforts, it usually takes a person to lead them. Just giving them a plan or checklist might not be enough - even if they are "capable" of doing it on their own. The whole point is that their environments are not currently supporting them, so you want to set them up for success.



What are some questions you can ask?

1. What is the purpose behind designing X environment this way?
2. How well is it working?
3. How sustainable is it? How much effort does it take for you to sustain it?
4. If the environment just took care of it for you, what would it look like?

Why is this a Proficiency?

1. Requires a paradigm shift.

Approaching everything as an environment, and establishing a partnership with it, is a dramatic shift from how most people (westerners, at least) think about themselves, their businesses, and their lives. It takes practice to engage with it fully and eliminate old habits of thought.

2. The ability to detect what works, and then build on it.

Identifying the nuances in successful, sustainable environments the player already has is a talent. Often the success factors are not readily apparent - to you or the player.

3. Being inspiring vs. pushing or demanding.

Just as the environment needs to inspire, so does the coach. Designing - or redesigning - supportive environments requires consistency and follow-through, from an inspiring perspective. In times of stress, such as a changing environment, it will be easy for the player to revert to old, less productive habits. The Certified Coach is able to inspire the player to follow-through until the new environment is well-established.

4. This is a subtle, sometimes abstract, concept.

The coach must master this proficiency before they can effectively assist players. The more environments you can learn about the more you can share with your players. There are almost templates of environments.

How does Designing Supportive Environments make you a better coach?

1. Empowers the player.

By focusing on the environment, the player begins to build long-term sustainable support for the changes they are making. This focus eliminates the tendency to focus on whether the player is "good" at something or not.

2. Provides inspiration.

As your players get the hang of this, they'll want to do even more of it. With each environment upgrade, they will be more and more inspired, finding more time and energy. The learning curve might be steep at first, but very exciting once mastered.

3. Focuses on long term sustainability vs. short term action.

While there are times when it is appropriate to focus on the very short-term, and many players are happy to stay there, one of your goals as a coach is to help the player experience success with less stress. Long-term sustainability provides this. The less your player has to think about something, the more personal RAM is freed up for creativity, other projects, or whatever they want.

4. You'll get your environments in order, too.

In fact, you're probably already working on this just by listening to the real audio and reading this learning guide. As you focus on this with your players, your own empowering environments will become even more self-sustaining.

5. Magnetizes the player's attention to the goal.

By designing supportive environments, the player's attention will be drawn to where they want to be, what they want to accomplish, without having to think about it consciously. It becomes more automatic.

How do you know if you're getting it?

1. Your own environments are supportive.

As you plan new projects you automatically think about how to design the environment to maximize success and sustainability.

2. You think about environments as relationships, not just tools.

You notice how your player (and you) interact with the environment, how the energy flows, and how each is impacted by the other. You recognize glitches and move to correct them.

3. You are curious about environments.

You will find yourself thinking about virtually everything as an environment and how it could be best designed. Not that you have to become obsessive about this - but you'll notice how fun it is.

4. You notice when it's working and when it's not.

Getting too attached to what's been set up might prevent you from noticing when it's not as effortless as it could be. You'll notice when something could be better, and you make the change.

What are some common mistakes when using this Proficiency?

1. Taking too much responsibility.

If the player is resistant to designing environments, don't push it. The opportunity to point out a concrete example will present itself. Remember, the player has to come to this on his own in order for it to stick.

2. Giving a checklist when the player needs you to hold their hand.

Even though virtually anyone can complete a checklist and make changes, the point is that the player may already be operating at the max of their capacity (or think they are). Take the time to walk them through it so they get the experience of successfully

redesigning an environment. As they experience the improved results, they'll be able to recreate it on their own - but be willing to hold their hand again if necessary.

3. Not understanding environments yourself.

If you're not clear on this, you won't be able to explain it to your player. It helps to have done some of your own redesign first.

4. Not asking the player if they want to look at environments.

Some coaches might barge in without checking it out, and others might neglect to bring up environments at all. Either practice doesn't fit the criteria of a Certified Coach. Use all your Coaching Proficiencies.

5.13) Coaching Proficiency #11: Champions the Player

The more often, and deeply, the coach champions their player at all levels (including their actions, progress, dreams, traits, commitments, gifts and qualities), the more encouraged the player feels and the more likely they are to succeed. For the coach to merely be encouraging is not enough; there is a much higher level of support generated when the coach operates at the championing level, which is where the Certified Coach operates.

Key Distinctions

1. The difference between cheerleading and championing.
2. Three ways of championing the player.

What does it mean to Champion the Player?

1. Champion vs. Cheerleading

Cheerleading for the player implies revving them up, jumping up and down when the energy isn't there for them. When the coach cheerleads, s/he takes responsibility for the success of the player. Championing the player is a grounded acknowledgement of their achievements - as they define them. It is a genuine act.

2. You really feel it.

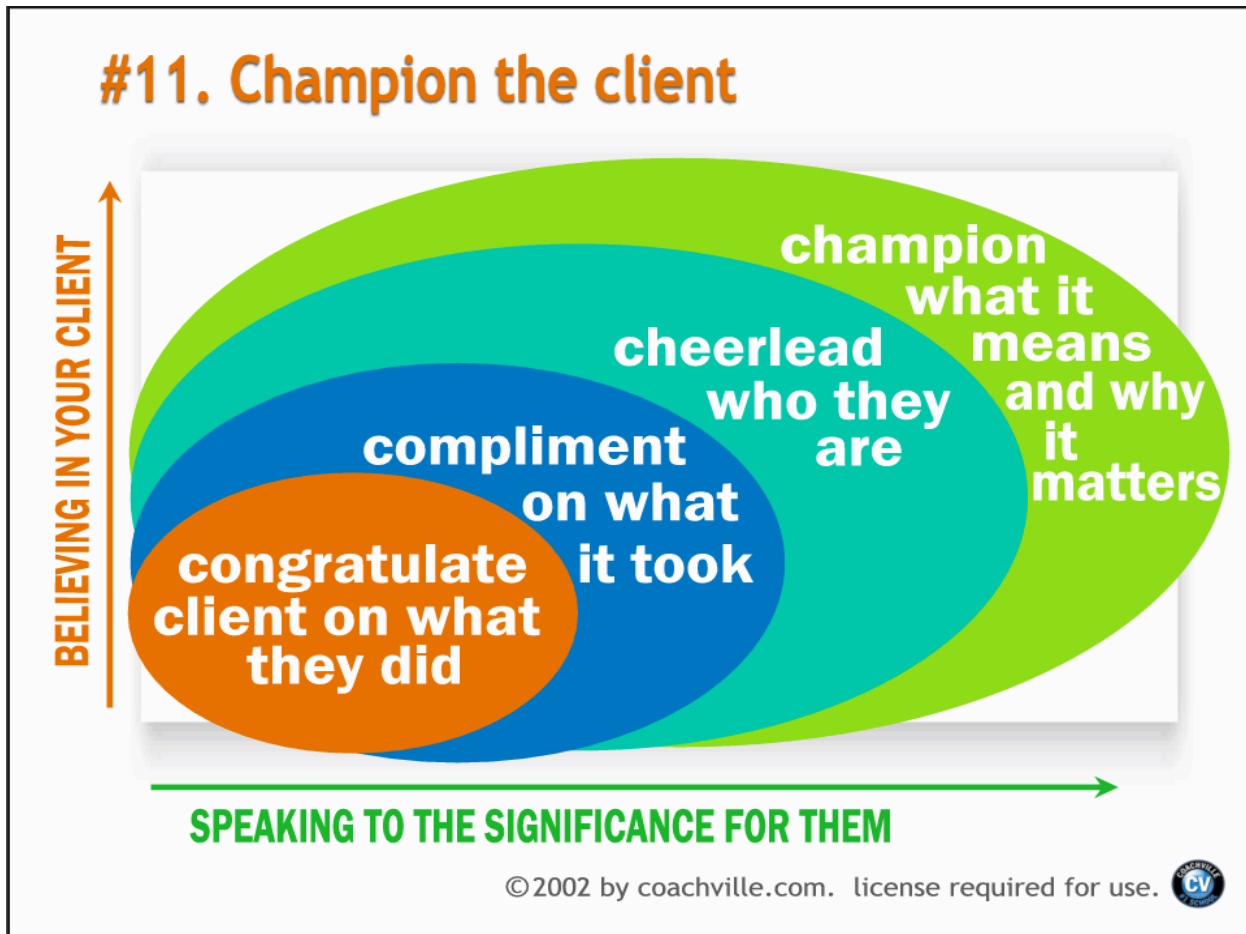
In order to be a true Champion for your player, you have to really believe what you are saying and feeling, not making it up in an attempt to convince them they should be proud.

3. The player champions themselves.

We actually could have named this proficiency "teaching the player to champion themselves". What you are really doing when you use this proficiency is drawing their own championing skills out, so that it is internally references. Then you can provide additional validation through your own response.

4. Champion at all levels.

Don't just focus on what they actually did (or did not do). Include their dreams, traits, commitments, follow-through, qualities, service to others, feelings, insights, and profound moments, as well as their actions and progress.



What are some general truths about championing the player?

1. Adults need as much support as kids do.
2. Player's growth is solidified when they are championed appropriately.
3. Championing is a natural part of the coaching process.

#11. Champions The Player



- **Identify the significance.**
Identify the underlying shift or growth that has occurred. Help the player understand the long-term value and meaning of the shift.
- **Make sure that you...**
Don't ask for the new step too quickly. Be sure to congratulate the player and that they believe you.
- **Share your...**
Willingness to help, your excitement, and your awe at their accomplishments.

What can the player expect?

To shift from entropy, doubting, and feeling disconnected, to feeling energized, integrated and confident. (You will, too!)

How to champion

Be/show excitement



Point to the growth that occurred



Identify what it took for them



Be awed by willingness



Congratulate client on progress



Share the shifts you sense



Have faith, regardless



Point out the benefit to society



Share how this made you feel



Ask what they feel it means



Share what you think it means



Don't ask for the next step



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- **Be excited about their progress.**
It is important to match their tone and emotion when sharing your excitement. That doesn't mean you come all the way down if they are feeling low, but it does mean to match the emotion without matching the intensity of it.
- **Point to the underlying shifts or growths the player has made.**
Often players are not aware of the steps they have taken or the progress they have made. As the coach you provide a bigger perspective because you aren't caught up in their daily activities.
- **Be awed by their willingness.**
Allow yourself to feel awed. Players really do make amazing shifts, and they are remarkably trusting and willing with us.

What are some strategies you can use to champion the player?

1. **Look for the deeper emotion from the player.**

The player will give you direct clues to what they are most excited about or proud of. Listen for the richness in their tone, the energy in their voice, and the words they use.

2. Be curious and excited.

When the coach is genuinely curious and excited, the player gets it. S/he feels heard, understood, and supported.

3. Match their emotion, tone, and feeling.

Your goal is to use this proficiency to connect with the player and encourage and empower them to feel this within themselves. Matching their emotions and tone, at least at first, will make you more believable, and won't pressure them to agree with you.

4. Look for the greater truth.

When the player realizes what they are proud of, there is often a greater truth that underlies it. Look for the greater scheme in life for them. It's a way to give the person a total understanding of how it was evolutionary for them.

5. Ask THEM.

Your goal is to get them to champion for themselves, so before you tell them how great you think they are, ask them what they are proud of about X or how it represents a significant shift to them.

6. Get comfortable with silence.

If silence makes you uncomfortable, you will have a tendency to talk without drawing the championing from within the player. You'll notice that when you let there be silence, the player will feel the need to start talking, and often this is when you get to the real truth.

Why is this a Proficiency?

1. Requires a keen self-awareness and awareness of the Player.

The ability to champion the player requires a keen self-awareness and an awareness of the player, so that you will know when you are cheerleading and when you are championing. You also need to remember things the player may have forgotten. This ability to let go of needing the player to succeed, or to feel successful, is an advanced coaching skill.

2. Requires being so genuine that "performance" is not even present.

To champion effectively, so that it will "stick", the coach must do this in a genuine way. You must not jump into telling or solution mode. Championing means having faith in the process of coaching, truly being excited for your player, and knowing that it is valuable in its own right. The performance-oriented coach will sound like they are acting - because they are. The Certified Coach is one who has moved beyond the beginner level where there is great concern about adding value and performing.

What are the benefits of championing the player?

1. Sets the player up for success.

By assisting the player in remembering their progress on all levels, you support them to value themselves and be able to make additional shifts when appropriate. It enhances their self-perception via internal and external references, which builds the muscle for dealing with future adversity. They feel heard and encouraged - and the more encouraged they feel the more likely they are to succeed.

2. The player does most of the work.

You get to host the celebration party by asking questions to elicit their learnings and progress. When you let them do most of the work, that gives you plenty of room to champion for them.

3. You have more fun!

It feels good to encourage your player, and when you feel good about it, you are genuinely enjoying your player, relaxed in your coaching, and practicing all of the proficiencies of an advanced coach.

How do you know if you're getting it?

1. You feel excited for your players and enjoy talking with them.
2. You recognize the players' patterns of success.
3. You appreciate the perfection in everything.
4. The player is inspired by their results.
5. The player is building on their successes.
6. The player becomes a believer again.

What are some common mistakes when using this Proficiency?

1. Puffing up the player.

When you are too urgent to make them believe how great they are, it can come across as awkward or as pressure.

2. Championing before you listen.

Make sure you understand what's going on for the player, otherwise you might be championing something that's only going on in your mind.

3. Self-referencing.

Yes, you have lots of things to champion over, too, but this is not the time. Make it all about them.

4. Not matching their intensity level.

Usually this is indicative of cheerleading, but it could also present as not being as excited as the player.

5. Not prompting them to acknowledge themselves.

Don't try to convince them. Ask questions to draw out their own championing opportunities. These will stick longer, and give you stories and information you can draw on in later coaching sessions with them.

**Chapter 6) Belonging ~
Respects the Players Humanity
For Class 6 of 6**

“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.”

-Thomas Leonard

6.1) Coaching Theme: Belonging ~ Build Relationships

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 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.

Our fundamental coaching theory is that coaching is about helping an individual or team PLAY better and win on their own terms; play violin better, play soccer better, play business better, play life better.

*** From the Player Playbook: Energize Your Dream ***

6.2) Player Audio for Session #6

[Listen to this audio to prepare for Session 6.](#)

6.3) Belonging

A BIG point about coaching is that it is a personal relationship. In order to coach someone you have to KNOW them. In order to be coached by someone you have to be KNOWN by them.

The Spirit of Play fosters belonging

The spirit of play is a powerful inner force which is common to ALL animals – especially us humans! However, through the Industrial Age we were taught that work is important and play is frivolous. The “worker mindset” has taken a huge toll on humankind – in stress and the underlying joylessness that are pervasive in most cultures.

At CoachVille, we see it as an essential part of our mission in the world as a community of coaches to teach people that they can PLAY to reach their objectives in life rather than WORK on them.

Play fosters an experience of belonging because play is inclusive whereas we were taught to work alone; “Do your own work” was a key mantra of the Industrial Age School.

This is important because if we can get the people of the world to PLAY together, then soon EVERYONE will have a coach because playing and coaching BELONG together. We like that idea very much.

Coach Approach to Life Fundamental = Build Relationships

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

6.4) Co-create, Celebrate and Evaluate with your coach

We are coming up to Session #6 which is the conclusion of this stage of our adventure together. AND hopefully... just the beginning of you playing for your dream with a Life Coach by your side!

In this Chapter we are going to explore three activities which we could really add to the list of Human Superpowers because they are so important: Co-Create, Celebrate and Evaluate.

Each of these requires special attention because they were either thwarted or distorted in the Industrial / Hierarchical Control Culture; AND because they are essential to the Life Coaching relationship.

Co-creating is how we are meant to live.

We are all natural co-creators until we are subjected to the Industrial Culture which forces us into isolation. I mentioned some of the mantras in the chart in the Introduction. In particular: “do your own work, if you help your neighbor you are a cheater”; and “sit down, shut up, and do as you’re told”. The Industrial Culture aims to make us isolated workers and servants.

Your Life Coach aims to FREE you from the Industrial Mindset so you can become the joyful, playful co-creator that you were born to be! And then you can free others.

Your Life Coach has been co-creating experiences with you and then urging you out into the world to co-create with your community and with life and to find your place of belonging where you can be your Powerful SELF! Hopefully this is beginning to feel more and more natural to you.

Celebrating is essential to our zest for life.

In the Industrial Age we really only celebrated events that were under control: like birthdays, holidays and anniversaries. These will come around every year no matter what. While these celebrations are valuable this is not what I am referring to.

I am talking about celebrating YOU when you co-create or contribute to something awesome; when YOUR participation – your idea, your energy, your action – was essential to the experience of success.

Your coach has been celebrating YOU – and with you – in every session. Are you starting to embrace this?

Celebrating our accomplishments – especially when they require growth – builds our confidence and zest for life. It fuels our desire to contribute more to life and seek out more juicy growth experiences.

The more we celebrate these moments when we come alive, when we are able to do something special, the more we co-create them and attract them.

Evaluating is “the way” of the player.

Before sharing about the power of evaluating for your life as a player, I must first, again, contrast this with the horrors of the Industrial Hierarchical Control Culture. And I will tell you that you may find these thoughts disturbing because they challenge common customs. These ideas are the next level of the conversation we started in Chapter 5 where we explored how all of us lost our superpowers.

Another quick point before we dive in is that I am talking about the School System, NOT the teachers or school principals etc. who are just doing what they were taught/told to do.

First off, little children under the age of 12 should never be subjected to testing or ranking based on their intellectual capabilities. This practice is dehumanizing.

I am not going to go into a big rant here... just a small rant. There is the history that most people don't know about “public education”. While it was pitched as the great liberator of people, the underlying purpose was quite sinister (in my view). The Education system as we practice it today in most countries – where children are forced to sit down, shut up and listen to the adult teacher – was invented by the Puritans. Its purpose was simple: A) teach children how to read so they could read the Bible; B) transform free spirited co-creative children into obedient servants. Hopefully this helps you understand what happened to us. The only other thing I will say about this is that at this stage of Human Evolution, it is absolutely possible to create an education system that is truly focused on liberation AND what children and all of us are born to do... Play Together.

Going back to Evaluation...

Testing and ranking both thwarts learning AND cultivates segregation and discord among the children; as well as inadequacy, shame and bullying. Meanwhile what children need most to cultivate from ages 3 – 11 is curiosity, mutual respect and a sense of belonging and value among their friends and in the community at large.

Nor is it a good idea for little children under 12 to participate in competitive and ranked athletics or performance arts. Participating in athletics and arts with adult supervision has its place for sure; just skip the rankings. This practice of ranking children is only slightly less dehumanizing than school because these activities are for the most part voluntary.

Once children reach Age 12 or so, they have the emotional capacity to understand competition; and hopefully the autonomy to choose where to focus their efforts based on their passions.

Then in corporate work we have the torment of the “annual performance review”. This is where we find out what we are doing wrong and what interventions will be required to fix our issues. UGH! And let's not even discuss the dehumanizing forced ranking systems many organizations employ.

Needless to say, this is NOT what I am referring to here with “Evaluation”.



Evaluation is simply YOU assessing how well you are playing based on your own vision of what is possible for you; always with judgment-free awareness. This is where you embrace the Performance-Possibility Gap and are eager to play for the next level.

When you play for something that you care about – like your DREAM – you always want to play better; you desire growth and becoming the next version of you. This is difficult to do while alone; but easy to do when you have a coach who is observing you, sharing what they see, and empowering you to TALK THROUGH what you see and feel.

Embrace Feedback

Feedback is the breakfast of champions.

When we talk about feedback we are mostly talking about feedback from “life”; feedback from what is happening around you.

In the Industrial Age of Control – where there was supposed to be a right way to do everything – feedback meant you were doing it wrong.

But when you play, you develop a way of doing things that is unique to you. Yes, you can learn by observing others, or by listening to what your coach is observing when you practice together, but you also put your energy into it. It's YOUR way.

So feedback is how you navigate the results in pursuit of co-creating your way with the world around you.

My mentor, Hall of Fame Soccer Coach Manny Schellscheidt, used to say: “If your eyes are open and you want to learn, the game will teach you everything you need to know”.

When you observe what is happening – and not happening – with judgment-free curiosity, you can learn a LOT.

You and your coach have been engaging in conversations like this every week. Are you starting to feel that they can be engaging, fun and valuable?

This is what the Co-Create Awareness Technique is all about. Let's give this a little more clarity right now.

6.5) Co-Create Awareness Coaching Technique

The Co-Create Awareness Technique is a core technique of Life Coaching. We also call this the Abera Ca Dabera technique. While it is a coaching technique it is actually an experience that both coach and player co-create together, enjoy together and benefit from together.

Let's start in the middle layer

Abera Ca Dabera

This phrase from the Aramaic language translates to: I create as I speak. It takes practice AND it is magical. When you speak this way you can create your dreams and create the next version of YOU!

Safe Space

The coach and the player co-create a safe space where they can both express themselves freely and listen to each other with judgment-free awareness. It is the safe space that gives the “I create as I speak” its profound power. In a safe space you can say things that you have never said before.

Now let's go to the outer layer and three Coaching Superpowers that play together in a cycle.

Curious Questions

The coach asks a provocative question, then provides a space of deep listening for the player. Sometimes the player will ask the coach a curious question as well. Navigating via curiosity is a coaching and playing superpower.

Triplex Listening

Triplex listening is deep listening. This is where you hear the words the other person is saying; you hear and feel the energy behind the words; AND you hear what the other person is NOT saying.

In this space of listening the speaker is able to say things they have never said before.

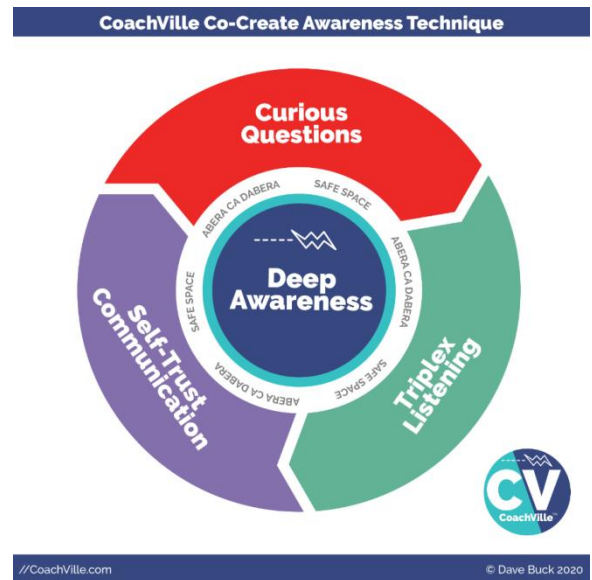
In this space of listening the speaker is fully heard and “SEEN”; something we are all yearning for.

Self-Trust Communication

In this space both the coach and player will have insights and inklings that they can freely share. Sometimes these thoughts are challenging to the status quo; this is a good thing. Often it feels like wisdom from within is bubbling up or knowledge from the Supermind is coming through. Often these thoughts don't make “logical sense” at first, but as they are explored new connections come to light; the “lightbulb” moment!

Deep Awareness

When two people are listening and sharing in this space new awareness is co-created.



Thomas Leonard, the founder of professional Life Coaching often said: “Awareness is unifying”. In other words, things come together; new visions, new clarity of purpose.

In these conversations, you expand awareness of...

Your Self and your value and your capabilities (AKA Superpowers)

Your situation and the possibilities you want to explore and experience

The world and your place in it and your potential to contribute to it

With new awareness, new possibilities emerge.

The more you can see, the more power you have, the better you will play.

One last note: while the focus of the Co-create Awareness Technique is on the player, often the coach will gain awareness into their own dreams, self, situations and world during the experience.

BONUS!!

6.6) Evaluate your Dream, Results, Playfulness and Superpowers

This session with your coach is all about looking back over the last five weeks to capture clarity and growth. It can be really fun and set you up for the next steps on your adventure.

Now is a good time to pull out your weekly coaching notes sheets and play plan sheets!

You knew there had to be a reason for those. Here it is!!!

Remember back in Session #1 your coach was asking about your BIG Dream?

What have you learned about your dream over the last 5 weeks?

Is it evolving or gaining energy?

Remember back in Session #2 your Coach was asking you about playing for your dream.

I am sure you have learned a lot about playing over the last 5 weeks.

Let's get into a few specifics calling back the RACECAR model from the Play-Play-Grow Technique.

Results

What are some of the results you have co-created with the world around you?

Anything in the areas of social play: Influence, Expression, Visibility and Change?



Are you letting go of the delusion of Industrial Control?

Actions

What are some of the playful actions you have taken out in the world?

Anything in the areas of social play: Relate, Create, Explore and Experiment?

Have you been able to escape task-mode; at least a little bit?



Challenges

What are some of the challenges that you have faced out in the world?

How have these challenges asked you to grow?

Have they awakened your playfulness or superpowers?

Have you started to SEEK OUT growth oriented challenges?



Evaluation

Have you developed a better feel for how to evaluate your own play by observing your results?

What is most important for you to observe or keep track of?



Your YOUUnique Superpowers

Back in Chapter 1 I showed you a playsheet with lots of fun superpower language that you can use to define your YOUUnique abilities.

What have you learned about YOU? Have you uncovered abilities or desires that have been lost or forgotten? I hope so! That was one of the big ideas of this coaching experience. LOL.

Your Human Nature Superpowers

Remember the “Life Coaching Starts Here” model from the Introduction?

What did you learn about these 3 essentials?

Belief in your Dream

Is your dream getting clearer? Are you gaining confidence in the idea that you are here for something bigger?

Are you feeling more empowered to embrace the adventure out into the world that your Dream is calling for?



Have you upleveled a few beliefs that better support your dream?

Do you have judgment-free awareness about the beliefs that are pulling you toward self-preservation and maintaining the status quo? They will always be a part of you so it is important to honor them.

Your Playfulness?

Has your spirit of play come back on line?

Have you proactively engaged in actions where you KNOW that you can't control the outcome? Have you embraced the possibility of influence and playing better through practice?

Profound Belonging for your Superpowers

Are you feeling safe to express your powers with your coach?

Have you found any allies in your world who encourage you to be more bold with your power? Who celebrate your power?

6.7) The Supermind Connection (Energy Alignment Game)

The Supermind is the web of Consciousness that we all have access to. It is sometimes referred to as “The Universe”, “The Field” or Life Force Energy.

This is another aspect of life that will provide an endless supply of insight and fun when you approach it with a sense of wonder.

The Supermind is responsible for spontaneous insights, synchronistic events and profound inspirations. The Supermind is essential to the coaching relationship!

When you think of someone who you haven't spoken to in a while, and then shortly after they call you seemingly “out of the blue”, this is the Supermind in action.

When you are talking with your coach and a new idea “comes to you” while you are talking or your coach has an “inkling” or “a flash” about your superpowers, this is the Supermind in action.

There are many ways to play in this realm to get into alignment with your BIG Dream.

The “?” symbol indicates living by BIG questions and staying open to “answers” as they come to you. Your Coach has asked you a LOT of big questions over the past 6 weeks.

The **emanating heart** is the symbol for the well-known process of gratitude which is an essential practice for Supermind Connection.



The **radio tower** is the symbol of the power of thinking about and speaking your Dream and intentions; putting them “out there”.

The **magnet** is the symbol of attracting experiences that move you toward your dream as long as you stay open to the perfection of each situation. People and experiences are drawn to you by the magnetic power of your BIG Dream.

As your Supermind Connection gains strength it feels like you are co-creating with Life Force Energy. It feels like events are happening in favor of your dream; it feels like the Supermind WANTS your dream to happen as much as you do.

The AWESOME thing is that expanding your connection with The Supermind is baked in to the Life Coaching experience. The talking faces with the lightning bolt is the symbol for our Coaching Relationship model at CoachVille.

When you share your dream with a coach it amplifies your connection to the Super Mind! This is why your coach asks you to speak your dream at the start of every session; sharing your dream with your Coach and your Dream Team amplifies your connection to the Supermind because we are all connected to it.

When your coach asks you a provocative question that sticks with you for a few days... and then insights start coming to you, this is the Supermind Connection in action.

Recognizes the Perfection of Every Situation.

This is one of our Coaching Proficiencies and it is an essential practice for cultivating your Supermind Connection. You have been practicing this on a regular basis with your coach when you talk about how your challenges are asking you to grow; with judgment-free awareness.

By actively speaking about how your challenges are serving you and your dream you strengthen your connection to the Supermind. This often requires strong support of a coach with an active imagination.

The Energy Alignment Game

The bigger your dream in life the more important it becomes to shift from tasks and control into co-creative actions and playing with energy. By playing with energy in an intentional way you begin to see life as your partner in fulfilling your dream; which it is!

You begin to embrace the deeper truth that while YOU are the catalyst for the dream, it is not all up to you. You and your dream are a part of something bigger, something amazing and beautiful.

All you have to do is ...

PLAY...
with a Life Coach!!

6.8) Prepare for Session #6 – Belonging

First... the important items we explore every week...Take a look at your Play Plan play sheet from the week and select a few things to share.

Your BIG Dream: Every time you speak your dream out loud with your coach it gains energy.

Explore the Fear / Growth Zone

Celebrations ~ Insights ~ Actions and Results.

As you share about your experiences you will gain clarity and awareness!

Play with the Supermind Connection

Your coach is going to guide you on a little exploration to expand your connection to the Supermind. There are four inquiries.

Gratitude for challenges

How have your challenges provided growth opportunities?

Gratitude for Synchronicities

Describe the support and unique opportunities that have arrived recently?

Clearly State Needs

What are a few things or experiences that you need for the next stage of your adventure?

When you ask, sometimes things just come to you.

And sometimes when you make a “Supermind Ask”, an opportunity to talk with a person who could provide the “thing” you are asking for will show up in your life. Then, you need to do the personal ASK like we practiced in Session #5. Call your coach and schedule a practice session... QUICK!!

The BIG Question

What is a question that you are wondering about?

When you ask, sometimes amazing answers just come to you.

Then you and your coach will do a “Growth Capture Recap” of the past 6 weeks using the RACE Model from the Plan-Play-Grow Technique.

Energeize Your Dream Session #6 Notes			Date:
The BIG Dream:			
CELEBRATIONS 	Explore the Fear / Growth Zone INSIGHTS 	ACTIONS AND RESULTS 	
Gratitude for Challenges 	Gratitude for Synchronicities 	Clearly State Needs 	The BIG Question 
Session Focus: Capture Growth			
Evaluate 	Challenges 	Actions 	Results 
Growth Zone What did you learn... About playing for your dream? 			
About yourself and your Superpowers? 			
Next Dream:			

Evaluate

Together you will evaluate your growth as a player and as a person?

Challenges

Together you will think back on the most interesting challenges and growth opportunities.

Actions

Together you will reflect on some of the playful actions you took over the past 5 weeks.

Results

Together you will highlight the results that happened in the world – BECAUSE OF YOU!
– over the past 5 weeks.

Growth Zone

One last trip through the growth zone to highlight new insights from the conversation.

Play Plan

Whether you are completing for now OR already signed on to continue the adventure together, make a few notes about actions you want to play with this week! Then write out your play plan for the week ahead... this is such a good habit for your Dream.

6.9) Coaching Notes for Session 6

Belonging by Respecting the Players Humanity

Featuring the Co-Create Awareness Technique to Capture Growth

Featuring the Supermind Connection

Be aware of opportunities to use these Proficiencies:

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

I have just a few quick notes for you about this chapter.

The Co-Create Awareness Technique

While I covered this technique in this chapter you have been doing it all along.

This technique is a staple of Life Coaching.

It is especially valuable when you are exploring celebrations and challenges to capture the players growth from their recent experiences.

Creating awareness of growth is builds confidence; both the player in themselves and the player in the value of coaching.

The Supermind Exploration

There is a sequence of explorations in this coaching guide where you bring to light and strengthen the players' connection to the Supermind.

This is almost like another technique; you can use it from time to time with your players.

In addition, there are several elements of the Coaching Guides that strengthen the Supermind Connection:

- Speaking the dream
- Finding the value in challenges
- Stating clear intentions with each play plan

The point here is that these element are a natural part of a coaching conversation that powerfully impact the energy side of life.

Speaking of the Supermind

There are a few “energy experiences” that are common during a coaching experience that are explained by the Supermind Connection:

- Inklings about the player
- “Downloads” / Insights
- Spontaneous awareness

A BIG part of becoming a great coach is to trust these moments when they occur and share them even if you can't explain them.

Also... be alert to these types of moments even when you are not in a coaching session. Often I will have a thought about a player pop into my mind while I am walking or running. I make a note of it and either send it to them via email / text or put it on my coaching notes sheet for the next session so I remember to share it.

6.10) Life-Changing Relationships

Coaching is a relationship. It is an experience that you do WITH someone. It is not a “service”; something you do FOR someone.

When you think about your relationship with your players, these are folks who will be “on your mind” and even “in your life” way beyond or scheduled meetings.

Stay connected with them in between coaching sessions. Check in with them when you know they have something BIG happening. Make sure they know that you are “with them” every step of the adventure.

Also, knowing that the core of coaching is Observation and Conversation, find ways to observe what they are doing; especially if they do anything that can be viewed electronically.

One thing that people – especially people with the desire to play big – are yearning for is to be seen by someone who knows and appreciates what they are looking at. BE the one who really SEES them as they play for their dream.

6.10) Coaching Proficiency #15: Respects the Players Humanity

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.

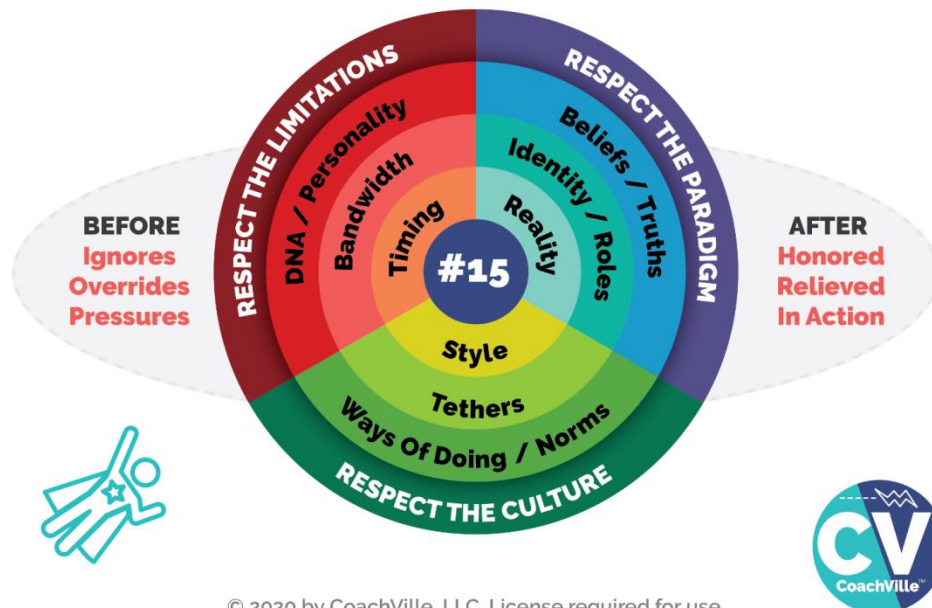
Learning Objectives

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.

#15. Respects The Player's Humanity



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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?

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

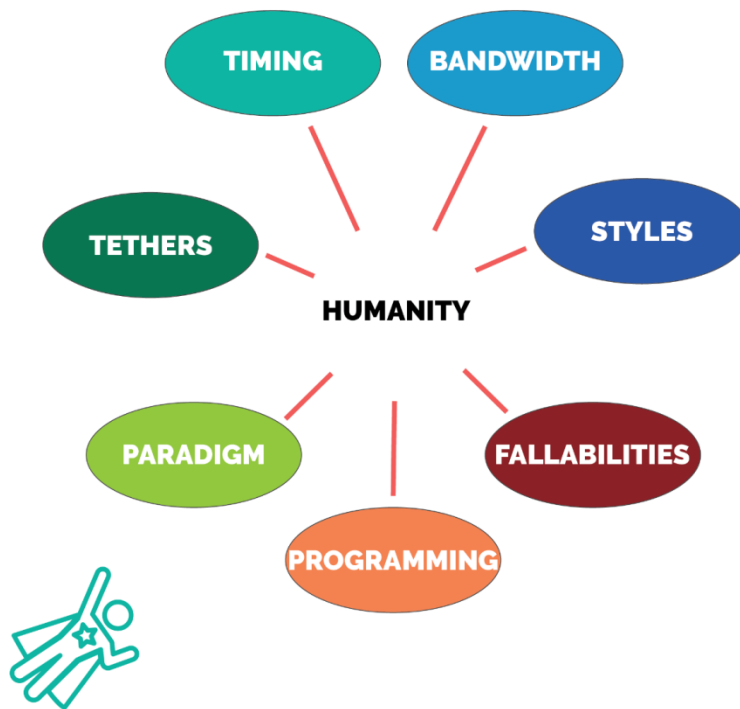


Come to see life from their eyes



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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.

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 we 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 the 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 get 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.

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 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.

6.11) Coaching Proficiency #09: Communicates Cleanly

This should be obvious, yes? After all, the cleaner the communication, the less that gets in the way of great coaching. That said, most of us have 'stuff' in our communication style which slows down the super-conductive nature of the coaching process. Certified Coaches have worked to clean up the stuff that can get in the way of effective coaching. What kind of stuff? Everything from biases, judgments, unmet needs, shoulds, coulds, to singularity, vicariousness, agendas, arrogance and fears. It's all cleanable.

Learning Objectives:

1. The difference between communicating cleanly and intending to communicate cleanly.
2. What tends to get in the way of clean communication.
3. How to begin cleaning up your communication.

What are some general truths about communicating cleanly?

1. Unwittingly, we and our communication can get in the way of our player's progress.
2. It's possible to be a perfect communicator.
3. The trick is to be responsible for how you are heard.

#9. Communicates Cleanly



What are some key distinctions?

1. Clean it up vs. give it up.

Being clean in your communication doesn't mean you can't have opinions or judgments, but that you are clear and forthright about what they are. Be honest with yourself and your player.

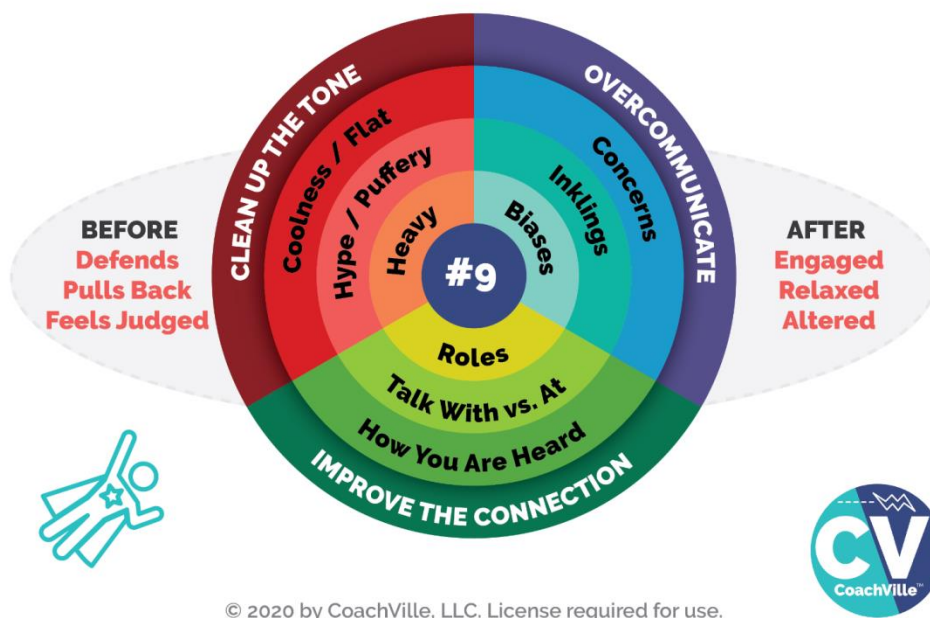
2. Eliminate the "buffer".

Often the way in which you communicate can create a buffer, a barrier, between you and the player. When you try to be non-judgmental, intentional, present, etc., the "trying" actually creates space between you and the player that gets in the way of the coaching process.

3. Absence of vs. unnecessary additives.

The key is to create an absence of buffer, an absence of unnecessary words and processes. Don't tell the player what you are going to do, just do it.

#9. Communicates Cleanly



- **Clean up the tone.**
Eliminate any coolness or flatness. Eliminate hype and puffery. Don't be heavy.
- **Improve the connection.**
Take responsibility for how you are heard and who plays what roles.
- **Overcommunicate.**
Share your concerns, inklings, and biases. When you overcommunicate you make sure things are clean.

What can a player expect?

They will shift from being defensive, pulling back, or feeling judged, to being engaged, relaxed and altered.

What categories tend to need cleaning?

1. Buffer

Where's the fluff in what you are doing or saying?

2. Judgment

While you may not be able to eliminate judgment - or want to - you do want to be clean about it. It hard to try to be non-judgmental and have a casual conversation.

3. Self-referencing

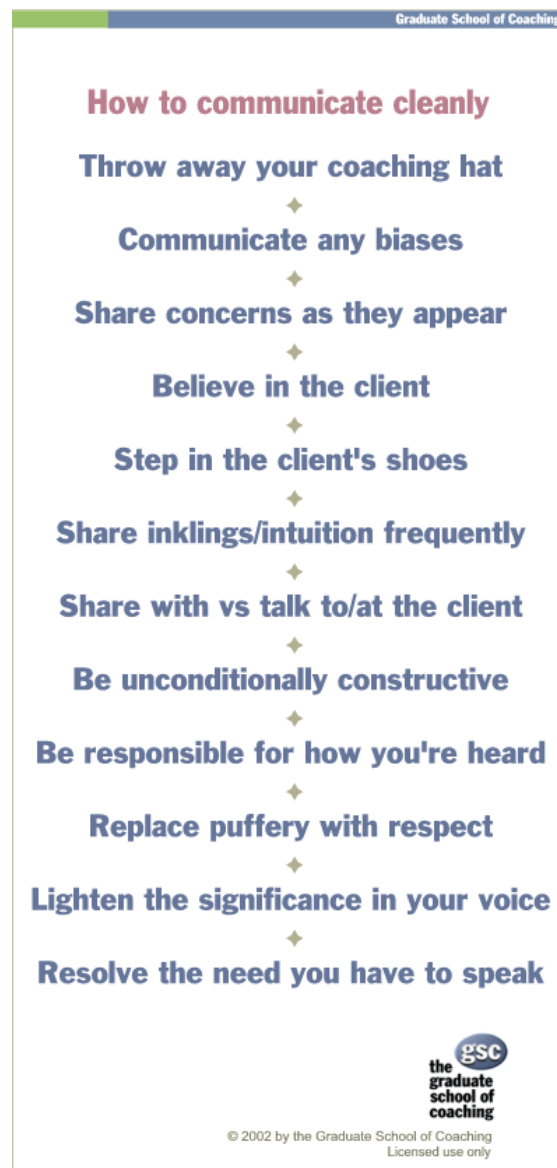
Check yourself here. If you are about to share a personal story, what's your objective? How will this directly benefit the player? Is it about you wanting to feel connected or prove that you understand?

4. Needing the player to be "successful"

While all coaches want their players to be successful (why would we be doing this otherwise?), it is important to clean up your beliefs about what success is - for you and for others.

5. Performing

What is your purpose in your communication? Is any part of it affected by your desire to look knowledgeable or competent? If so, your focus is on you, not the player. Paying attention to your own performance always gets in the way of coaching.



Why is this a Proficiency?

1. Requires knowing yourself at a deep level.

Not everyone can recognize when they are the ones creating the buffer. The Certified Coach recognizes this without even trying, and cleans it up automatically, without interrupting the coaching process.

2. Must be able to get out of your own way

Being truly player-centered is easier said than done, and requires advanced coaching skills.

3. Requires mastery of basic coaching skills

Coaching must be so automatic to you that you don't even have to think about it. When you are thinking about what you are doing, you are not communicating cleanly -- you'll be communicating about communicating. Get the basic skills down, know your own style, and let it roll.

What should you do to communicate cleanly?

1. Be yourself.

There is a difference between being yourself and "being who you are". It's not just semantics; there is a qualitative difference. When you are "being who you are", you are being conscious of the process, which creates a big of a barrier. When you are just being yourself, you're not thinking about it. You're just being. Go for the absence of barrier.

2. Express the normal range of emotions.

Cleaning up your communication doesn't mean being bland. You're the coach. Let you be you.

3. Acknowledge your bias.

If you have a bias or an opinion, acknowledge it. It might be just what the player needs to hear. And, by being clean about it, you are being straightforward and ethical - no hidden agendas.

4. Learn to be comfortable with silence.

Beginner coaches are often uncomfortable with silence and will talk to fill the gap. Here's the thing... players are uncomfortable with it, too. So if you let silence happen, the player will be the one to fill it. Usually they'll fill it with something profound. It's in the silence that profoundness occurs.

How does communicating cleanly make you a better coach?

1. It eliminates the player's need to perform.

If you are communicating cleanly, it reduces the player's need to be perfect for you. It creates room for dealing with what's really going on.

2. The player feels valued and heard.

Communicating cleanly actively demonstrates that you value and understand the player. They might not know why they feel it, but they will feel it.

3. Requires you to play a bigger game.

Cleaning up your communication requires you to play really big, which makes even more room for the player to play a bigger game. You become an outstanding model for them.

4. Communication becomes more important than talking.

You will be clear about how you are being heard, not just what you say. This creates a deeper level of understanding -- for both the player and the coach.

How do you know if you're getting it?

1. You feel relaxed and are having fun.
2. You know you are being yourself, without having to think about it.
3. You feel genuinely curious from a neutral point of view.
4. You are responding vs. reacting.
5. The player hears what you mean.
6. The player doesn't react or resist.
7. The player fully engages with you.
8. The communication is effortless for you.

What are some common mistakes when using this Proficiency?

1. Being too intense.

If you are too intense about how you are communicating, then you are actually creating the buffer we've mentioned. You must relax into this.

2. Talking too much.

The Certified Coach is comfortable with silence, and actually uses it as a tool to advance the player.

3. Self-referencing.

You can communicate cleanly without pointing out that you are doing it. Remember, you are being yourself, not explaining who that is.

4. The need to be right.

Coaches mis-hear things, and misinterpret. That's OK. In fact, that may actually add to the coaching relationship by providing a venue for the player to get clean about their

communication. Don't push. You don't have to be right. Your goal is to help the player be right.

5. Not doing your own work first.

Don't use the coaching relationship as the opportunity to get clean with your communication, just be clean with it.

Thank YOU!

[Listen to the Player Thank You Audio](#)

Thank you Coach!

It has been SUPER Fun sharing all this with you.

Thanks for being an ambassador for the field of coaching out in the world.

Thanks for playing a huge role in freeing people from the tyranny of hierarchical control and an advocate for joyful egalitarian play!!

The world needs you to be awesome.

FREE THE PEOPLE!