



TEAM
CoachVille

Together in pursuit of
humanity playing better

006: Real Coaching Defined

(Part 1 of 3)

CoachVille.com



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



006: Real Coaching Defined (1 of 3).

Life is a high performance game and what performers want is to be seen and known by someone who appreciates what they are doing. Real coaching occurs in recurring loops of observation and conversation in pursuit of playing better.



Share

WHAT TO SHARE: Share your insights, comments, questions about REAL Coaching and observation – conversation loops. Share a personal experience of REAL Coaching as a player.



FACEBOOK AMPLIFY IS ON! Help spread the word about our shared pursuit: Humanity Playing Better!

Under the Share box you will see the “Facebook Login” or “Share on Facebook” button. Copy what you shared, and paste it into the Facebook Share box.

[Learn how to use Facebook Amplify!](#)

PRINT PAGE 6: REAL Coaching Poster. PAGE 7 REAL Coaching Diagram

Highlights

Part 1

1. Central Core: Perceptive Observation and Life-Changing Conversations

-- Part 2 --

2. PLAY + EXPLORE + RELATE + CREATE
3. Coaching Intent: Learning, Becoming and Results

TEAM
CoachVille

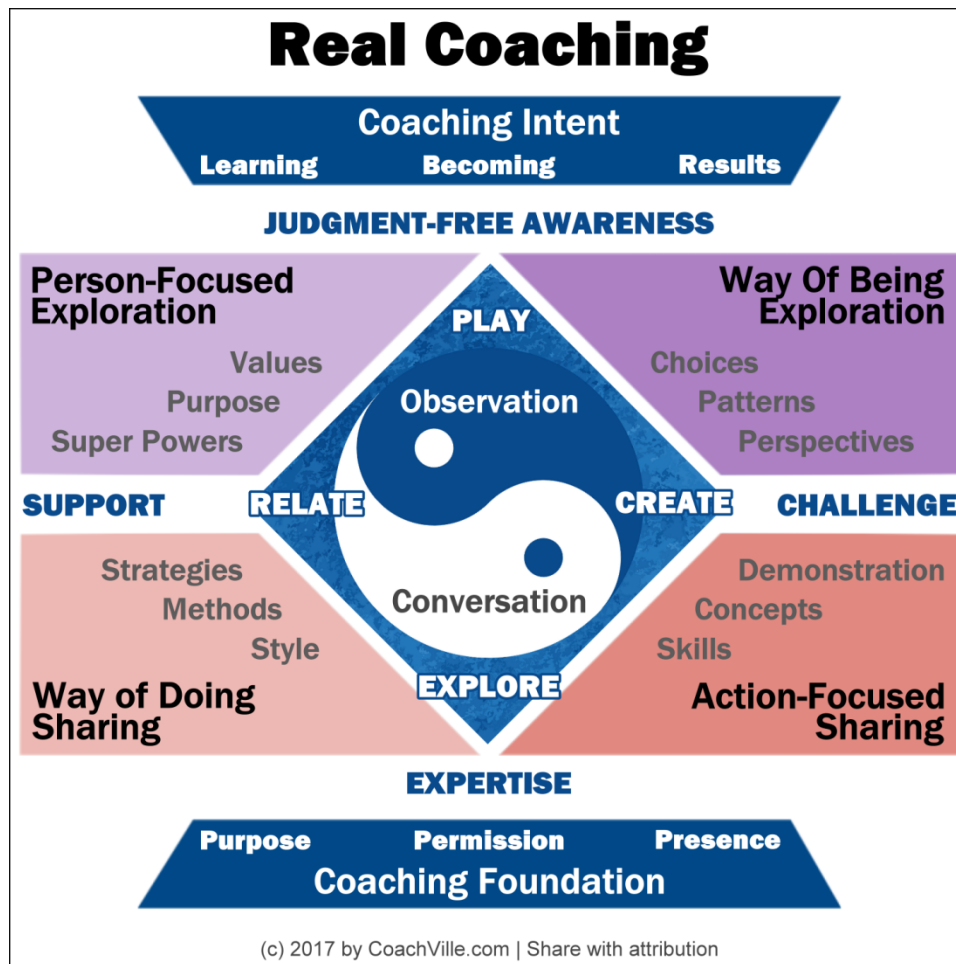
006: Real Coaching Defined (Part 1 of 3)

Powered by www.CoachVille.com | © 2017 CoachVille LLC. Share with attribution.

4. Coaching Foundation: Purpose, Permission and Presence
5. The spectrum between Support and Challenge
6. The spectrum between Judgment-Free Awareness and Expertise

-- Part 3 --

7. Person-Focused Exploration
8. Way of Being Exploration
9. Action-Focused Sharing
10. Way of Doing Sharing



006: Real Coaching Defined (Part 1 of 3)

Introduction

It is important that you keep two perspectives in mind as you read this article:

- 1) YOU the player... the performer in pursuit of playing better
- 2) YOU the coach... the guide on the player's pursuit

One of your biggest assets on the path to becoming a great coach is your ongoing experience of being a player.

1) Observation - Conversation

The centerpiece of great coaching – the yin-yang of the relationship - is observation-conversation. Or going a little deeper I would call it perceptive observations and life-changing conversations.

To coach someone you have to observe them playing. Do a roleplay together. Watch a video of them leading a meeting. Listen to an audio of them in a conversation. If you are only talking and not observing, you are counseling, NOT coaching.

The game of life - as a sport or performance art – is played by relating and creating. In soccer or singing, observation is easy to orchestrate. But in Life it is a little more complex; the coach can't watch the players' whole life! So the coach and player need to co-create critical moments of relating or specific creations for the coach to observe.

At the top and bottom of the diamond that holds the yin-yang of observation-conversation you see the words Play and Explore. We have talked a bit about observing PLAY but it is essential to keep the distinction of “Safe Space” present.

Life is a funny game because it is always on. There is no “practice life”. But at the same time the coach can create the environment where the player is encouraged to explore new ways of being and doing. This is essential because it is the only way to create the “bringing forth” experience that I will talk about in the next section.

After observing, the conversation between coach and player can take many forms including: asking questions, offering feedback, making suggestions, teaching skills and sharing new perspectives. Sometimes the coach will



006: Real Coaching Defined (Part 1 of 3)

Powered by www.CoachVille.com | © 2017 CoachVille LLC. Share with attribution.

demonstrate something for the player to observe. This is why the yin-yang symbol is so perfect here.

“Observation-Conversation is profound because what performers want more than anything is to be seen and known by someone who appreciates what they are doing AND can guide them to do it better!”
– Coach Dave

When we talk about coaching as a profound personal relationship, this is what we are talking about. It is so personal when someone can really see you and know you. As a coach you are that someone who knows everything that the player has overcome, has faced, has bounced back from, has grown from in the pursuit of their BIG Dream.

This is a BIG WOW in a life of lasting impact.

{Look for Part 2}



006: Real Coaching Defined (Part 1 of 3)

Powered by www.CoachVille.com | © 2017 CoachVille LLC. Share with attribution.

REAL Coaching Is...

A Profound Personal Relationship

People are yearning to connect on a deeper level with someone wise who shares their DREAM.

A great coach enjoys the real you.

Wherein the Coach Guides the Player

People do NOT want to be told what to do;

But they don't want to waste time figuring everything out on their own either.

A great coach is skilled at co-creating WITH you.

In Pursuit of Playing Better

People are yearning to play, to create, to explore, to experiment and to grow.

They are tired of a stressful focus on tasks, problems and trying to be perfect.

A great coach will energize you with the Spirit of Play.

For Results

People thirst for the opportunity to express their unique voice

They want to make a difference in the lives of others and win on their own terms.

A great coach elicits your unique contribution.

Through Perceptive Observations

People long to be seen and appreciated.

They also want insightful, personal feedback that helps them grow.

A great coach sees you and challenges you without judgment.

And Life-changing Conversations

People are craving deeper, bigger, more personal conversations about purpose.

They are tired of talking about superficial nonsense.

A great coach talks with you about what matters most.

AND... It Is Always a Choice

The Coach and the Player both choose each other.

They are both free to support and challenge each other in positive ways.

A great coaching relationship is a joy for both.



Real Coaching

