

# TRANSFORMATION COACHING



*Player Playbook*  
*by Dave Buck, MCC*



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

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# Transformation Coaching

## Playbook for Players

### Part 1

By Coach Dave Buck, MCC

## Welcome!

Hello there! Coach Dave here with you.

On behalf of the CoachVille Community, I welcome you to the Transformation Coaching program with your CoachVille Coach.

I am the co-creator – with our amazing team of coaches – of the Transformation Coaching program that your coach is using to guide you in pursuit of your dreams. While your coach is your Guide on the adventure, I will be your “Bonus Companion” with this playbook and a series of audios that I recorded to help you make the most of every session with your coach.



### Our BIG Dream at CoachVille...

Everyone, everywhere with the courage to play for their dreams, has a GREAT Coach! YOU are making our dream come true!! Thank YOU!

### Your Transformation Coach is...

- The champion of your dreams
- The promoter of your playfulness
- The uplifter of your Human Nature Superpowers

The true heart of coaching is practicing together to play better. So, just as a basketball coach will help you play basketball better or a violin coach will help you play violin better, a Transformation Coach will help you play life better. You might be wondering: how do we practice life? We will get to that I promise. Oh, and it's AWESOME!

Your **Dream** is the call to adventure... out in the world... to create new experiences that enhance your life and the lives of others.

Your **Playfulness** will empower you to relate for influence, create for inspiration, explore for visibility and experiment for discover... the 4 things your Dream needs you to do.

Your **Human Nature Superpowers** are core abilities that we all have within us that we can express to co-create a beautiful life of Egalitarian Freedom. As you live your Dream you will discover, unleash and develop your Superpowers of Human Nature!

**Are you READY TO Live Your Dream NOW, AND create a ripple effect of good that deeply touches others? And amplify the goodness of your Human Nature?** I know the answer is YES! The good news is that it happens naturally when you play with a Transformation Coach.

Enjoy the adventure...

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

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Sessions #7 - #11 Coming Soon

## **Session #01 - Exploratory**

(Exploring the possibility of having a Transformation Coach)

## *The Lightning Bolt Moment*



The Lightning Bolt is a symbol of transformation.

The FLASH of electricity comes out of the sky to shake things up and cause a transformation.

In the mystic symbol of the lightning bolt, it is striking a tower and the people in the tower are tossed out. SET FREE! Out of their isolation and back out into the social world of other people and new possibilities... and new challenges.

Were they held captive by some form of outside control? Or did they put themselves under control to get away from the risks of the world? We don't know. But either way, the control is gone and now they are free to play – and risk – and GROW – again.

### **Scenario 1:**

In real life terms this is some kind of event. Often the end of a situation: a job, a relationship, a time in a place, or a state of health... and at the exact same time, the beginning of something... your NEXT Dream.

You may be in a lightning bolt moment in your life and now you are connected to a Transformation Coach. Good!

### **Scenario 2:**

You are connected to a Transformation Coach and now you are going to co-create your own lightning bolt moment (Yes, we can do that). In real life terms this is some kind of choice. A choice to let go of some status quo in your life and LIVE YOUR NEXT DREAM NOW!

Whichever scenario you are in... it is good!

Sometimes we choose our next Dream.

Sometimes our next Dream chooses us!

### **The Transformation:**

**From:** under control... staying safe

**To:** set free... into the social world

There is some part you YOU now that needs to be set free... back into the social world for expression, growth, risk and opportunity; so that can live your next Dream, NOW!

Together we will discover what part of YOU (or parts) is being SET FREE... and ready of not.. the other people of the world are calling for you.

Here is a BIG point about Transformation Coaching: whatever problems you were focused on before the spark... are probably no longer relevant; most likely they are not worth your attention. We leave them behind with the crumbled tower. AND it is likely that the cause of those “problems” was trying to keep your Self or something under control.

On adventure in the social world, we don't focus on problems. We focus on the peak experiences of the Dream we are playing.

The Lightning Bolt between the two faces talking represents the transformative power of coaching conversations.

FLASH... a new DREAM!

FLASH... a new possibility

FLASH... a new awareness

FLASH... a revealed desire

FLASH... a new ability

FLASH... a new becoming

FLASH... a new understanding

FLASH... the next DREAM

The Lightning Bolt – the Transformation Coach – is the messenger, the catalyst, the companion, the guide...the FLASH!

The only choice now is to play the new Dream....Or stay under control.

FLASH!

Let's Play

## Prepare for your Exploratory Session

You may be reading this playbook before or after your exploratory session with your coach. Either way is OK!

If it is before, then consider these first 10 pages or so as motivation to say: “YES”!

If it is after, then these pages are here to get you prepped and ready to play.

Even if you already had the exploratory conversation and said: “Yes”, I still recommend that you listen to the prep audio. A few of the ideas will energize your experience with your coach.

The first step in a coaching relationship is what we call an “Exploratory Conversation”. The main purposes are to:

- A) Get you excited about having a Transformation Coach
- B) Make sure that you and the coach are a good fit for each other.

[Listening to this audio will help you prepare for the session.](#)

Reading this playbook introduction will also help you prepare to get the most out of it AND to make a good choice for yourself.

Well, you don’t really need to “prepare” in the traditional sense.

But your potential coach is going to bring up a few topics that you may never have been asked about before. So if you want to give them a moment of thought before the session you can.

If your coach has sent you the Playsheet Pack then you can print a page that looks like the one on the right. If not, no worries.

- 1) Your coach is going to ask you if you to share your current version of your Dream. Your Dream can be an elaborate vision or **it can be a simple statement of desire.**
- 2) Is there something that you are focused on for the next 3 months.

The worksheet is titled "Transformation Coaching #1 (Exploratory)" and includes a "Date:" field. The main heading is "SESSION FOCUS: EXPLORATORY SESSION". It is divided into several sections for journaling:

- Peak experiences:** Section 3, with a star icon.
- Self-expression:** Section 4, with a butterfly icon.
- 3-month focus:** Section 2, with a lightning bolt icon.
- Your Dream:** Section 1, a central circle with a mountain icon.
- Contribution:** Section 5, with a tree icon.
- Growth-oriented challenges:** Section 7, with a forest icon.
- Play better:** Section 6, with a person icon.

Each section has a numbered circle (1-7) and a set of horizontal dashed lines for writing. A dashed line with a star icon at the end winds through the bottom of the page.

- 3) Are there any peak experiences you would love to have over the next 3 months?
- 4) How would you love to expand your self-expression?
- 5) How would you love to expand your contribution?
- 6) Are there some activities that you would love to “play better”?
- 7) Are there any growth-oriented challenges you would love to step into?

This can be a really fun conversation!!!

Enjoy your exploratory session with your – potential – coach.

It could be the start of something BIG!

**Free people. FREE PEOPLE!**

## *The BIG PURPOSE of this Playbook*

In each chapter I will share with you a few ideas about playing for your Dream. And I will give you a preview of any coaching techniques your coach will practice with you for the first time.

## Why this is awesome...!

You probably have never had a CoachVille Transformation Coach before, and probably never any kind of Personal Coach. The more you know about what to expect in the session, the more you can be a co-creator rather than a passenger. This is super important because Transformation Coaching is a co-created experience, it is NOT a service.

## *Transformation Coaching... the quick version*

Here is a quick definition of Transformation Coaching, with more to come later.

Let's do the coaching part first.

The super straightforward definition of coaching is: *Guided Practice*.



A tennis coach practices tennis with you so you can play tennis better.

A vocal coach practices singing with you so you can sing (play your voice) better.

There is an element of most coaching – and most coaches – that includes becoming the next version of you WHILE you practice playing.

The idea is that practicing any activity with vision and desire will have a ripple effect on the rest of your life.

Such as becoming a more confident person.

Or becoming a more fulfilled person because your passion and playfulness have a healthy focus or “outlet”.

By calling what we do “Transformation Coaching” we emphasize the becoming part.

As we play for our Dreams in life there are almost infinite possibilities for becoming the next best version of ourselves.

Transformation has a simple structure:

FROM: something NOW (that served its purpose)

TO: something NEXT (that we desire to become or experience)

Our big example at CoachVille is:

FROM: under control

TO: set free

The “Lightning Bolt Moment”!

There are sooooo many possibilities here. So many aspects of our SELVES that we can “unleash” or set free and express in the world in a bigger way.

Another good way to understand coaching is the Guide on the Heroes Journey – or as we call it “The Human Journey”. The idea here is the Transformation Coach is your Guide / Companion on the adventure of life providing observations, ideas and new perspectives so that you grow much faster than if you were adventuring alone.

This is just the start of understanding what transformation coaching is and the value it can have in your life. As we move along, the clarity will grow.

Let’s play.

## *The Practical... The Problems ... The Purposeful... The Playful*

As your bonus companion on your adventure with your Transformation Coach, my role is to prepare you for each leg of the journey so that you can really LOVE it and thrive.

In this introduction 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 in a joyful way. AWWW Yeah.

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

### **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.
- 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 Transformation Coach, many of life's situations that are commonly perceived as 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.
- The idea of self-sabotage will gradually disappear.

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 YOUUnique 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 your AWESOME Human Nature for needed insights and possibilities... and then ACT on them.

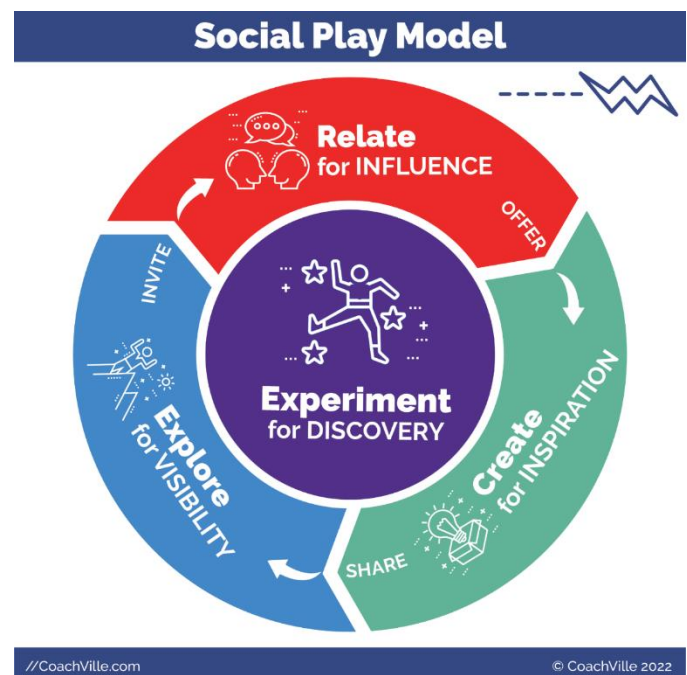
**AWWWWW Yeah!**

## The Playful

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

We have a little model to help you shift your mindset from worker to player: Relate, Create, Explore, Experiment. (it has a ring to it!)

Your coach will encourage you to add activities in these four areas into your plan each week; this will 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 positive connection in the social world around you.**

These are the four types of activities: **Moments of Social Play.**

- A play-able 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: As you unleash your Superpowers of Human Nature, you naturally get better and better at Social Play.

**The BIG Picture...**

Playing life with a Transformation Coach means you will practice pivotal moments of social play that lead to influence, inspiration, visibility and change!

You will experience this fully throughout this coaching engagement and you just might be inspired to take a “coach and play” approach to many of your future pursuits in life! **I HOPE SO!!!**

Now you might be thinking: “Yes, the social play actions and results are exactly what I want! The Power of Playfulness sounds amazing.

“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.**

Somehow, we have all become fearful of our playfulness and social play actions in the Industrial Culture.

This is a BIG reason why Transformation Coaching was invented!!

## ***Possibilities for your BIG Dream***

In our documents at CoachVille, we use the symbol of the lightning bolt to represent your Dream. We also typically capitalize the D to represent that your Dream takes on a life of its own, almost like a character in your adventure.

The first thing your coach is going to talk with you about is your Dreams; because living your Dreams is what playing life is all about. An important point here is that playing life with a Transformation 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 peak 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 ourselves. This is how we were trained to think in the Industrial Culture. (We will get to this later) This approach tends to keep us pretty small; which is OK sometimes. But truly life can be MORE.

Another important idea about Dreams is this:

### **There is no Road Map to our dreams BUT... there IS a Treasure Map!**

There is no Road Map to your dream; no step-by-step instructions like we were told in the Industrial Culture.

*During this coaching experience you will rekindle the treasure map reading mindset and skills that are part of your Human Nature and prepare to live fully with the wonders and mystery of life.*

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 Transformation Coach!

**Aspects of Life you can play better with a Transformation Coach**

- small business ownership,
- career development & transition into something joyful & meaningful
- business growth through team play
- leading a worthy cause or movement
- growing a vibrant community
- 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 by growing your Dream Team
- You will grow your skills and capabilities
- You will experience personal transformation; to be free, befriend, become, believe and belong
- You will grow in status within your 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... even if right now in your life you only have 20 minutes per day to play for your Dream, it will light up the rest of your life. And hopefully soon more and more of your day can be living your Dream time. AWWWW Yeah!

Let's talk for a moment about the Superpowers of Human Nature.

## Human Nature Superpowers

Your coach is on the adventure with you to live your dream now AND to activate your Human Nature Superpowers! Awesome. AND if you are like most people, you don't have great clarity about what these Superpowers are. No worries. Your coach and I will guide you together.

Here is a quick overview to spark your curiosity. We will explore this in great detail in Session #02 (the first session after your Exploratory Session which is considered Session 1)

They all start with BE to make them easy to remember:

### To Dream

- Choose your focus (for the next period of your life)
- Self-Love = I honor my unique being
- Self-Worth= I am worthy of living my dream; My Dream is worthy of support in my community.

### The Drive to BE Free.

- Choose your adventure (every day)
- Self-trust = I trust my inner knowing
- Self-determination = I can choose to do it; I don't need permission.

### The Love to BEfriend

- Choose your companions
- Co-create = Two or more people creating together
- Care (give and receive) = We attend to each other's well-being



## The Urge to BEcome

- Choose your playful practice; anything you want to “get good at doing”
- Self-expression = I can do it in my unique way
- Spirit of play = Curious, Creative, Resourceful, Resilient

## The Ability to BELieve:

- Choose your beliefs and desires
- Self-Confidence = I believe that I can do it
- Self-Preservation = I believe that I should stay safe

## The Need to BELong

- Choose your environments
- Self-Value = your contributions to others are appreciated
- Social Safety Instinct = avoid disrupting your status in the group

## 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 Human Nature **Superpowers** or how vital they are to living a fruitful and fulfilling life. Nor how most stress, anxiety, frustration, apathy etc. are caused by NOT having access to them.

And one more quick clue here. We will talk a lot about our BIG Dream at CoachVille to guide the Human Family out of the Industrial Culture into Coaching Cultures. The Industrial Culture WORKS HARD to suppress – even squash – your Human Nature, or manipulate it in unhealthy ways. Coaching cultures PLAY HARD to unleash and expand our Human Nature Superpowers in pursuit of a vibrant, sustainable and egalitarian world.

I assert that most of the “Problems” – anxiety, self-doubt, etc. - I referred to a few sections back are caused by the Industrial Culture and the way it suppresses our Human Nature.

Your coach is going to ask you about your Superpowers in EVERY session. It is up to YOU to keep playing with these ideas. Experiment! Explore. There is a version of SUPER 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 Human Nature Superpowers the more alive you will feel... and the greater ease you will experience in co-creating your dream experiences.

AND it might feel pretty scary sometimes... because of the fears we absorbed from the Industrial Culture. We will get to that later.

**MOST IMPORTANT:** Have fun, use your imagination, and KNOW that these powers are in you; envision yourself possessing them and using them.

## *Introduction to the Transformation Coaching Program*

Your coach is using a series of Transformation Techniques and Coaching Superpowers from CoachVille.

A superpower is a skill or natural ability that can be practiced and refined and then used to make a positive impact on people or situations. **For the coach, the program has a double meaning:**

- 1) Coaching you to activate your Human Nature Superpowers
- 2) Coaching you using the Coaching Superpowers

It's fun.

As I mentioned before, when you are prepared with an overview of the coaching session, you can be a more powerful co-creator with your coach.

Here is a quick outline of the Exploratory Conversation and the 10 Sessions:

### **Part 1 – Experience Transformation Coaching Techniques**

- #1) Exploratory Conversation – Is now your time to have a coach?... YES!
- #2) Dream Activation – Activate Your Dream Technique (+ To Dream)
- #3) Social Play – Peak Experience Technique

- #4) Play Better - Role Play Technique
- #5) Pivotal Moments – Pivotal Moment Technique
- #6) Practice – Plan-Play-Grow Technique

## Part 2 – Expand Your Human Nature Superpowers

- #7) Dream Refresh – Co-Create Awareness Technique  
(+ Drive to BE Free)
- #8) Play for “Yes” – Transformational Play  
(+ Love to Befriend)
- #9) Co-Creation Series  
(+Urge to Become)
- #10) More Practice!  
(+ Ability to Believe)
- #11) Celebration!  
(+ Need to Belong)

NOTE: If you and your coach are doing an Exploratory + 12 Session series, then you simply repeat session #10 two more times; because... **WE LOVE PRACTICE!!!!**

#11 More Practice; #12 More Practice; #13 Celebration!

**The purpose of the coaching program is twofold:**

- 1) For you to experience the essential techniques of Transformation Coaching as a player so that you will know how to benefit from having a Transformation Coach as a companion on your adventure.
- 2) For you to... well... activate your Dream – the spark of adventure - and activate your Human Nature superpowers! To realize that you have more power than you think you do to play for your dreams and create a ripple effect of goodness in the world around you.

**HAVE FUN!**

## *Team Play for Transformation*

Your coach and I are co-creating team play for transformation for YOU and your dream!!

This playbook, playsheets, audio, online community and APP are designed to help you become a powerful co-creator with your coach. Because all of the key ideas are explained here, you and your coach can dive right into co-creating and practicing together; rather than your coach using precious time explaining these concepts.

## How to prep for each session

- 1) Print the Coaching Notes sheet for the session (or print the whole pack now).
- 2) Read the chapter in this playbook corresponding to the session
- 3) Listen to the Player Prep Audio (there is a link at the top of each chapter)
- 4) BONUS: Listen to a recorded coaching session with Coach Dave and Player Mary; to get a feel for what the session can be for you and your coach.
- 5) Share a thought about what you have discovered in the online community.

## AFTER your coaching session









- 1) Share a thought about the coaching session in the online community
- 2) Make a quick note on your Coaching Adventure Log
- 3) Fill in your Play Plan sheet for the week.
- 4) PLAY for your Dream in the world...
- 5) Notice what is happening - and not happening – and put a few notes on your Play Plan sheet.

## 1) Coaching Session Notes

An example of the Coaching Notes for Session 3 is on the right above. I am using Session 3 as the example because it is the one that is most similar to the others.

Use these sheets to write a few key word notes during each coaching session. The sheets are set up with words and symbols to follow the flow of the session; like creating a mind map. Writing a few notes will help you remember different parts of the experience and then capture your growth from the session.

Remember, a coaching session is not school! There won't be a test. You don't need copious notes. Write a few

Transformation Coaching Session #3 Notes		Date:
1. WARM-UP and Dream sharing: 		
2. CELEBRATE 	3. GROW (from Play) 	
4. (Practice) PLAN: <i>Co-create Awareness of Social Play and Peak Experience Technique</i>		
5. PRACTICE  <i>Co-create Awareness of Social Play</i>	Relate	for INFLUENCE
	Create	for INSPIRATION
	Explore	for VISIBILITY
<i>Peak Experience Technique</i>		
Do:	Feel:	Feel: Do:
Thoughts:	Body:	Thoughts: Body:
		
		
		
 <b>Desires:</b>		
6. GROW (from Practice)		
What did you learn about playing for your dream?		What did you learn about yourself and your superpowers?
7. PLAY PLAN: What is your transformation for this week? What social actions?		
FROM:		
TO:		

key words for each segment; again, like a mind map.

## **2) Read the Playbook**

This item is optional based on if you are a comfortable reader or not. If you are not a comfortable reader, then you can listen to the player prep audio. If you are a comfortable reader then a quick scan of the chapter will prepare you with a few concepts, a technique and an overview of the session.

You can either read the PDF or you can read it in small segments on the web on the CoachVille Social Site (CoachVille.net) or on your phone on the CoachVille APP.

## **3) Listen to the Player Prep Audio.**

You can either listen to the entire prep audio OR you can listen to it in small chunks on the CoachVille Social Site or App.

Listening to the “player prep” audio will help to create an “immersion experience” for your Dream. We have all had thousands of “repetitions” about working on tasks in isolation... so it will take quite a few reps before you can fluidly PLAY Together for your dream. But together... we will do it.

## **4) BONUS Recording of the Coaching Session**

I have a recording for each session in the series that I made with the amazing Player Mary McClements. Listening to these audios – each about an hour – will expand your comfort level with being coached and expand your understanding what Transformation Coaching is all about. Think about it, before you wanted to be coached in any athletic activity or performance art activity, you saw it played MANY times. So, you had a comfort level going into the coaching experience. These recordings are our attempt to give you that comfort with playing and coaching social play in life / business / leaderships etc.

AND, listening to Mary play for her Dream is SUPER inspiring. It’s like a serial podcast where the story unfolds with each episode. I think you will really enjoy it.

### ***After Each Session***

1) Write the date and a few high-level key word notes to capture the essence of the session for you on the Transformation Coaching Adventure Log. Use these two pages to create a visual display of your progress through the program.

2) Write out your play plan for the week on the Transformation Coaching Play Sheet. This sheet is organized for transformation and social play. Keep the sheet in view in between coaching sessions so you remember to play!

3) PLAY! Do the actions you intended to do PLUS any social actions you feel inspired to do. Notice new events and situations that come into your life.

4) Write a few notes about your experiences of playing the items on your play plan; like keeping a journal.

## Social Play Sheet for the week

A mini version of the sheet is on the right.

It has the words and symbols from the 4 Moments of Social Play. It is the same for each session. Print 10 copies.

A) Fill it out as soon after the session as possible. Remember the idea is to weave in at least a few “social play for your dream” activities into your week;

B) Keep it near you as you play for your dream in between coaching sessions to remind yourself to play.

C) Use it like a journal to make a few notes about your experiences of playing with each item. Note your thoughts, feelings, experiences and even resistance; if you find yourself looking at the item every day and thinking: “oh, I will do that tomorrow”.











This will help you prepare for your next coaching session.

### The Coaching Agreement

Your coach and I are part of an international community of coaches called the International Coaching Federation.

As a member of this community, we abide a set of Coaching Ethics.

Your coach will send you an agreement to sign after the Exploratory Conversation and prior to Coaching Session #1.

Transformation Coaching Play Plan # <input type="text"/>		Date: <input type="text"/>
Your <b>BIG Dream:</b>	Your <b>Transformation:</b> FROM: TO:	Your <b>Superpowers:</b>
<b>ACTIONS with the Spirit of Play</b>		<b>Challenges / Superpowers / Results:</b>
Relate for <b>INFLUENCE</b> > Risk Rejection		
		
Create for <b>INSPIRATION</b> > Risk Disappointment		
		
Explore for <b>VISIBILITY</b> > Risk Trouble		
		
Experiment for <b>DISCOVERY</b> > Risk Mistakes		
		
<b>Celebrations:</b>		<b>Growth:</b>
		

## **Session #02 - Dream Activation**

(The Dream Activation Technique)

## Prepare for Session #02 – DREAM Activation

At the start of Session 1 your Coach will do a quick walk through of the coaching agreement. This is an important to ensure that both you and your coach are in agreement on a few key points regarding coaching ethics. You only need to do this for the first session.

On the right is a mini version of the 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.

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 of the plan for the session:

### 1) WARM UP and Dream Sharing

Just like you would for an athletic or performance art practice, it is important to warm up first. Your coach is going to guide you through a quick Transformation Coach warm up routine that includes Connected Breath and Imagination Activation.

Starting in Session #2 you will do a quick Dream Sharing activity as well. It is SUPER empowering to speak your dream on a regular basis.










### 2) CELEBRATE

Your coach will ask you to share a celebration from your life. Sharing celebrations is a powerful trust building exercise... vital to Transformation Coach.

### 3) GROW

This will be brief in this session. But as we move forward sharing about growth and growth opportunities will be a vital part of each coaching session.

### 4) Practice PLAN

Transformation Coaching Session #2 Notes		Date: _____
1. WARM-UP and Dream sharing: 		
2. CELEBRATE	3. GROW	
4. (Practice) PLAN: <i>Dream Activation</i>		
5. PRACTICE		
<b>Drive to be free:</b> <span style="float: right;">B</span> Self-determination & self-trust 	<b>Love to befriend:</b> <span style="float: right;">C</span> Co-create & care 	
<b>Start here</b> <span style="float: right;">A</span> Brief description: 		<b>Urge to become:</b> <span style="float: right;">D</span> Self-expression & spirit of play 
<b>Need to belong:</b> <span style="float: right;">F</span> Self-value & social safety instinct 		<b>Ability to believe:</b> <span style="float: right;">E</span> Self-confidence & self-preservation 
6. GROW (from Practice) What did you learn about playing for your dream? 	What did you learn about yourself and your superpowers?	
7. PLAY PLAN: What is your transformation for this week? What social actions? <b>FROM:</b> _____ <b>TO:</b> _____		

For Session 1 the practice plan is the Dream Activation Technique. YES!!

## 5) PRACTICE

Together you will do the Dream Activation Technique that I described earlier.

A) Start here: Describe your Dream as you currently envision it; even if it is just an inkling.

Next we will talk about your experiences with the Human Nature Superpowers to look for “clues on the treasure map” to your Dreams.

B) Drive to Be Free

C) Love to Befriend

D) Urge to Become

E) Ability to Believe

F) Need to Belong

G) Your Dream with a little more clarity

What is the impact you aim to have?

What is the focus for the next 3 months?

## 6) GROW

- What did you learn about yourself?
- What did you learn about your Dream?

## 7) PLAY PLAN

A) Set your intention for Transformation for the week. A way you intend to expand or express something new or become the next version of YOU

FROM: A (a word or phrase)

TO: B (a word or phrase)

Look at what you explored in the session. Think about your situation. Add in what you plan to do. And sum it up in a phrase from A to B.

B) Share a few social actions to get started on your Dream this week.

Have an awesome first session with your Coach!

## **Transformation is happening...**

### 1) Your Dream is Activated

Once you activate your Dream, EVERYTHING that happens in your world is part of your Dream... somehow.

### 2) Treasure Map Mindset

Any experience can provide clues that lead you to your Human Nature Superpowers and Pathways to live your Dream NOW!

### 3) You are awesome!

You were born awesome. You are a natural at social play; though you may need to dig in a little bit to restore it. And you are capable of becoming the next version of YOU.

### 4) You are FREE

Playing for your Dream is an act of Egalitarian Freedom! And a subversive act to the Authoritarian Control Culture. Aww Yeah.

### 5) Free people. FREE PEOPLE!

## *What Transformation Coaching is...*

To take the next step in our adventure together, let's go a little deeper into how a Transformation Coach can activate your superpowers and guide you toward living your Dream NOW!

Here is our definition of Transformation Coaching:

# **Transformation Coaching Is...**

1. A profound personal relationship
2. Where the coach guides the self-determined player
3. In pursuit of playing better for their **Dreams**

## 4. To become the next version of themselves

## 5. Through proactive co-creation

## 6. And guided practice

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.

Transformation Coach 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 practicing together to play better.

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. Caring is an essential element of the coaching experience.

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

### 2. Wherein the coach guides the self-determined 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 Transformation Coach. 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 teammates and the competitors. The definition of compete from the ancient Greek language is 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 coach. Your Dream is your vision for who you want to become and what you want to experience in the world.

In the Session 1 we will get into the details of The Dream.

## **4. To Become the next version of themselves**

*This is the transformation part!*

Coaching is always riding on parallel tracks.

One track is focused on the outer experience of what you are co-creating and accomplishing in the world around you.

The other track is focused on your inner experience of growing and becoming; especially becoming the version of YOU who can live the dream you are imagining. Becoming is about feeling more capable, more confident and more free to fully express yourself.

You have Superpowers within you that you are not even aware of right now. Your coach will help you see them, unleash them and practice using them.

You have Beliefs within you that may or not be aligned with your dream. Your coach will help you reveal them and uplevel them if you want to.

## 5. Through proactive co-creation

Talking together is a big part of how coaching happens.

A key in Transformation Coach and Playing Life 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 Players!

### **The ancient power of co-creation!**

In several ancient languages, there was a power phrase: “I create as I speak”. When two people are talking together in deep conversation with purpose, permission, and presence – as happens in a Transformation Coach 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!

You and your coach will co-create many “things” together: ideas, plans, approaches, awareness, insights and more.

With focus and determination, you can experience this transformational power with your Transformation Coach!

## 6. and guided practice

If you really want to hone in on the true essence of coaching, guided practice is the THING.

A key in Transformation Coach and Playing Life is to co-create a safe space for practice.

Practicing together is how we grow both in capability and awareness.

You and your coach will practice together by co-creating situations, conversations, pivotal moments and peak experiences. You will practice skills, using your Superpowers and expressing yourself. Through practice you can experience the new version of you before you bring it out to the world.

A BIG part of practicing together is **observation** and the experience of being SEEN.

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.

At the same time, you will be observing your coach and absorbing their wisdom.

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

## *Transformation Coaching starts with your Dream*

All coaching begins when you have a Dream and choose a coach to guide you on the adventure. Remember our lightning bolt metaphor. The Dream is the FLASH that gets you out of the tower; out of being in control. 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! To amplify our other metaphor: this is like putting a game into the “play station of life”.



You may be very clear about your 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 about something in life that you desire; or desire to be a little better. 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 halfway 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 “someday” dream, but your coach can only guide you toward a dream you can pursue now.



If you have a “someday” dream that is not possible now, choose a “steppingstone” dream that will develop you in a way that moves you toward your “someday”.

Choose something that will pull you out into the world of other people, even if that is virtually rather than face-to-face. Remember the model for Social Play I shared with you in the Introduction. 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... be careful about comparing yourself or your Dream to other people. If your dream feels big for you... then it's a BIG DREAM!

Oh! One more thing; Remember I said that we will often refer to your Dream as if it has a life of its own. I will – and your coach will – say things like: what is your Dream asking you to do?

I hope you enjoy this quirky perspective.

## 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.

We will explore this model in detail in the Chapter for Session #9; it will all make more sense by then.

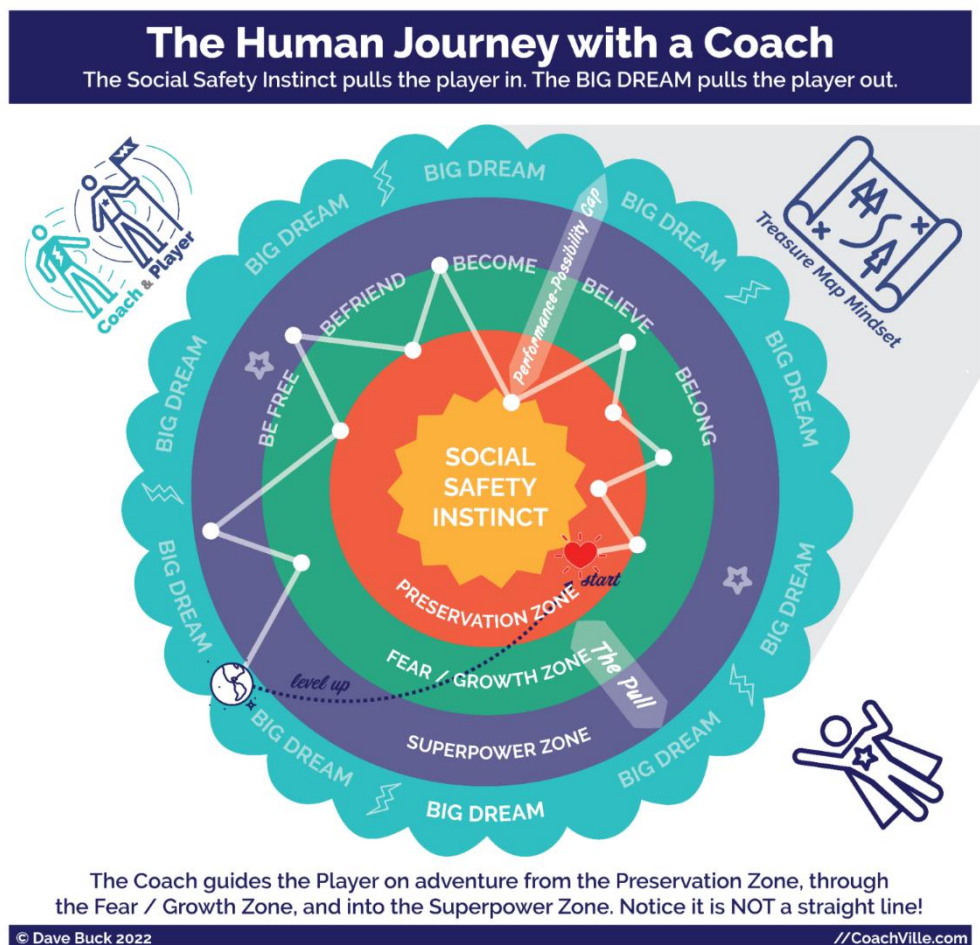
But there are two important ideas that I want to share with you now.

### 1) The Pull

See the little shaded section called “The Pull”. When you adventure for a new Dream you will experience a feeling of “Pulling” between your Dream pulling you out into the world and your Social Safety Instinct and Self-Preservation Zone Superpowers pulling you back to safety. This “Pull Experience” is normal and essential. It means that your Superpowers are coming alive!

### 2) Treasure Map Mindset

There is no Roadmap to your Dream! But... **there is an awesome treasure map.** Your adventure will have many side trails and speed bumps. You will experience moving out to the world and pulling back in toward the safety of the status quo. All of these experiences will provide you and your coach with clues that you will read together to rediscover the Superpowers that you will need to live your Dream NOW. AWWW Yeah! I love this part.



## Co-Create Awareness Coaching Model

Let's explore how to talk together with your coach.

Your coach is going to ask you a lot of questions... A LOT! The key to getting the most out of this experience is to shed the Industrial Culture Mindset that there are correct answers to questions. In connecting powerfully with another person, questions are meant to spark conversation that leads to co-created understanding; about situations and each other.

When you and your coach talk about things, there is a technique that will help you get the most growth from each experience. We call it the Co-Create Awareness Technique; it is a core technique of Transformation Coaching.

Let's look at the model and start in the white layer in the middle.

## I Create as I Speak

"I Create As I Speak" is a power phrase with origins in several ancient languages. With practice, this power phrase can become magical. When you speak this way, you can create your dreams and create the next version of YOU! It is an experience that both coach and player co-create together, enjoy together and benefit from together.

Another way of thinking about this is speaking from your heart; or speaking from inner knowing and speaking with the intention to create something new.

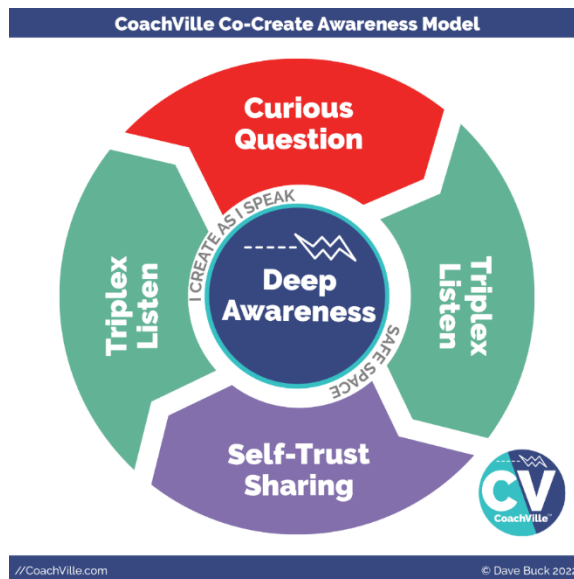
The power of this technique is that often you don't know how you feel about something until you are saying it. You don't think of it in advance. It comes out and then you know it.

### 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 you, the player. Sometimes you will ask the coach a curious question as well. Navigating via curiosity is a coaching and playing superpower.

### **Triplex Listening**

Triplex listing 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. You hear beliefs, values, patterns; energetic resonance and dissonance.

In this space of listening the speaker can 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 (or downloading). 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 Transformation 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.

*Your Dream* and how to live it; what are the peak experiences?

*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 you, the player, often the coach will gain awareness into their own dreams, self, situations, and world during the experience. BONUS!!

## Dream Activation Technique

To activate your Dream, you start talking about it with someone who is REALLY engaged with you and ready to adventure with you. This is what Transformation Coaches do! AWWWW yeah.

We are going to talk about your Dream in an unconventional way... mostly focusing on who you want to become and your vision for the next version of YOU.

We do this so that there is no resemblance to a typical goals or objectives conversation which usually quickly devolves into a task list. BLAGH! We are not into that at all.

We start with your vision for the ripple effect you aim to have on your world by playing for this dream. This can resemble accomplishments.

Then we get into what you want to focus on for the next 90 days.

The important thing here is that you speak from the heart and don't worry about the details of HOW you are going to do it. Your Dream starts with your vision.

While you are sharing your thoughts, your coach will explore with you using some elements of the Co-Create Awareness technique to reveal beliefs and desires. Juicy!

Also, if your vision is a little fuzzy... or nothing but fuzzy... it is OK. Just share what you can see. That's all you need to do to start the activation.

Then we will walk through the Superpowers of Human Nature to Power Up your dream the energy of becoming the next version of YOU! This is the energy of Transformation Potential.

You saw these qualities on the Superpowers of Human Nature model in the Introduction.

We will explore you in your current situation and then your vision of you playing for your dream through the lens of these qualities. Your coach may also ask you a few bonus questions to reveal how the Authoritarian Control Culture is impacting you right now.

Here is a quick recap of the



Superpowers:

## **To Dream**

- Choose your focus (for the next period of your life)
- Self-Love = I honor my unique being
- Self-Worth= I am worthy of living my dream; My Dream is worthy of support in my community.

## **The Drive to BE Free.**

- Choose your adventure (every day)
- Self-trust = I trust my inner knowing
- Self-determination = I can choose to do it; I don't need permission.

## **The Love to BEfriend**

- Choose your companions
- Co-create = Two or more people creating together
- Care (give and receive) = We attend to each other's well-being

## **The Urge to BEcome**

- Choose your playful practice; anything you want to “get good at doing”
- Self-expression = I can do it in my unique way
- Spirit of play = Curious, Creative, Resourceful, Resilient

## **The Ability to BELieve:**

- Choose your beliefs and desires
- Self-Confidence = I believe that I can do it
- Self-Preservation = I believe that I should stay safe

## **The Need to BELong**

- Choose your environments
- Self-Value = your contributions to others are appreciated
- Social Safety Instinct = avoid disrupting your status in the group

## ***Human Nature Superpower = To Dream***

Speaking of the Superpowers of Human Nature Model, we will explore the 5 BE's one at a time starting with Session #5. Because Session 1 is specifically about sharing your Dream I want to share with you a few thoughts about Dreaming as a Human Nature Superpower.

For sure sleeping dreams are a truly remarkable aspect of our Human Nature. But in Transformation Coach we are focused on your waking Dreams... which are also amazing.

In a waking Dream you put yourself into a future moment which sparks the other five Superpowers of Human Nature in powerful and mysterious ways. For example, you may experience your self-determination to make the Dream experience a Lived experience. Often you can see a future version of yourself doing something that will spark your Superpower for Self-Expression.

My big point here is to embrace that you have this Superpower and don't take it for granted.

**Playing for your Dream is all about loving life and feeling alive... EVERY DAY!**

### **Choose Your Desire**

For each of the Human Nature superpowers we focus on one aspect of our power to choose. With the power to Dream you exercise the power to choose your desire. YOU have this power.

The power to choose your Desire does not mean you will only do one thing. But it can mean that you find a way to connect everything you are doing to your Dream like a wildly creative mosaic. FUN!

### **Self-Worth**

Part of the Dream Human Nature Superpower is Self-Worth. This means that you KNOW that you are worthy of living this dream. AND that your Dream is worthy of support from the people around you.

I believe that there is real wisdom in our waking Dreams. If we have a Dream, something within us knows that we are ready – and worthy - to live it.

### **Self-Love**

Finally, Self-Love is an essential Human Nature Superpower connected to your Dream. Self-Love means that you embrace every aspect of YOU; everything serves a purpose. This is super important because as you pursue your Dream you will be called upon to express parts of you that may have been dormant for a while; or possibly have never come out before. Embrace the mystery of YOU and enjoy all of it as YOU emerge.

### **A few principles of your “the Dream” Superpower**

## 1) Out in the world beyond your status quo

Waking dreams that have purpose and meaning and pull us out into the world for adventure, for new life experiences and ways to contribute our value to the world.

## 2) Treasure Map Mindset

There is no road map to your dreams; but there is a Treasure Map!

We are companions on a treasure hunt. NOT workers with our own individual tasks.

- Looking for clues.
- Navigating via curiosity.
- Loving the mystery; LOTS of things don't have logical explanations.
- Connecting the dots between our past experiences and our current beliefs.
- Wondering what something might mean.
- Accepting that there will be puzzles and contradictions.
- Tapping into the value and wisdom from past experiences.
- Embracing the Wonders of Life.
- Seeing a vision of who you can become in the future.
- Paying attention to your desires, joys and delights.
- FUN!

Here is the quirky idea: part of the Treasure Map is ... INSIDE YOU! And part of it is out in the world around you.

As you play for your Dream, the treasure map will reveal itself.

**The Treasure is:**

A) Your Human Nature Superpowers

B) Your YOUUnique abilities and desires

C) The ways to live your Dream NOW.

## 3) The Play Life Station

Your Dream is something you LIVE now; it's not some day; it's something you play every day. Like putting a game into the Play Life Station.

A Dream is any pursuit that gets you to move out of the Status Quo of life where every day is just a repeat of the day before; often where almost everything is UNDER CONTROL.

A Dream gets you out into the world of people; even if you travel virtually, it can be awesome

Even if you only have 10 minutes per day to play for your Dream, it can bring a powerful new aliveness to everything you do.

### **OBEY: The counterpoint in the Authoritarian Control Culture.**

Each of the Superpowers of Human Nature has a counterpoint in the Authoritarian Control Culture. (I also refer to it as the Industrial Culture)

The focus of Authoritarian Control is obedience; in particular, obeying "The Boss"; or whoever is "In Control".

And in Hierarchies: the boss's boss and the boss's, boss's boss.

You know what this is all about.

This may be troubling your mind right now. Obedience has been so normalized and indoctrinated we can barely imagine life without it; we have been told that it would be chaos. We have been told that civilization depends upon the Humans becoming obedient and subjugating to hierarchies of Authoritarian Control.

But who are the Humans at the top of the Hierarchy with no boss; in ultimate control? You may have some ideas about this. I will share mine with you in the last chapter.

There is another way: A Coaching Culture of Egalitarian Freedom and Co-Creation.

In this Transformation Coach experience, you are going to get a taste of it; And cause a ripple effect of freedom in the world around you.

**AWWWW YEAH!!!**

## **Session #03 – Social Play**

(The Peak Experience Technique)

## Prepare for Session #03 – Social Play

In this session you and your coach are going to talk through the details of Social Play.

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 Transformation Coach.

### 1) WARM UP and Dream Sharing

Just like you would for an athletic or performance art practice, it is important to warm up first. Your coach is going to guide you through a quick Tran Coaching warm up routine that includes Connected Breath and Imagination Activation.

Starting in Session #2 you will do a quick Dream Sharing activity as well. It is SUPER empowering to speak your dream on a regular basis.

### 2) CELEBRATE

Your coach will ask you to share a celebration from your life. Sharing celebrations is a powerful trust building exercise... vital to Transformation Coach.









### 3) GROW (From Play)

This will be brief in this session. But as we move forward sharing about growth and growth opportunities will be a vital part of each coaching session.

### 4) Practice PLAN

You will do a Social Play Exploration then the Peak Experience Practice.

### 5) PRACTICE

Transformation Coaching Session #3 Notes		Date:
1. WARM-UP and Dream sharing: 		
2. CELEBRATE 	3. GROW (from Play) 	
4. (Practice) PLAN: <i>Co-create Awareness of Social Play and Peak Experience Technique</i>		
5. PRACTICE <i>Co-create Awareness of Social Play</i>   	Relate	for INFLUENCE
	Create	for INSPIRATION
	Explore	for VISIBILITY
	<i>Peak Experience Technique</i>	
Do:	Feel:	Feel:
Thoughts:	Body:	Thoughts:
6. GROW (from Practice) What did you learn about playing for your dream? 		What did you learn about yourself and your superpowers? 
7. PLAY PLAN: What is your transformation for this week? What social actions? FROM: TO:		

**Here is a quick summary of the core concepts...**

**Actions:** This is doing something! Usually in these 3 Moments of Social Play.

**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 do something or another person enjoys something you create and share.

**Peak Technique:** Your coach is going to guide you through this powerful technique.

## 6) GROW

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.



- What did you learn about yourself?
- What did you learn about your Dream?

## 7) PLAY PLAN

You and your coach will hone in on a two things at the end of each session.

A) Set your intention for Transformation for the week. A way you intend to expand or express something new or become the next version of YOU

FROM: A (a word or phrase)

TO: B (a word or phrase)

Look at what you explored in the session. Think about your situation. Add in what you plan to do. And sum it up in a phrase from A to B.

B) Share a few social actions that will include or engage others as you play for your Dream this week.

**Co-Creator:** This is an approach where you can bring out the best of yourself and others; to express both your Drive to BE Free AND your Love to Befriend at the same time.

When your coach asks you about this the key is to release the Industrial Culture need to be perfect and be in control.



Have an awesome session with your Coach!

## *Social Play... and our growth opportunities*

Remember this from the Introduction? Let's go a little deeper now.

The BIG idea of transformation from completing tasks under control to social play is this: with social play you don't know what the outcome is going to be; there is mystery; there is possibility; this brings a much deeper experience of aliveness! YES!!!!

### **Relate for Influence (AKA Play for "Yes")**

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 Inspiration (AKA to share with others)**

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

### **Explore for Visibility (AKA to See and Be Seen; to know and BE Known)**

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 and KNOWN by new people.

### **Experiment for Discovery (AKA to Try New Ways)**

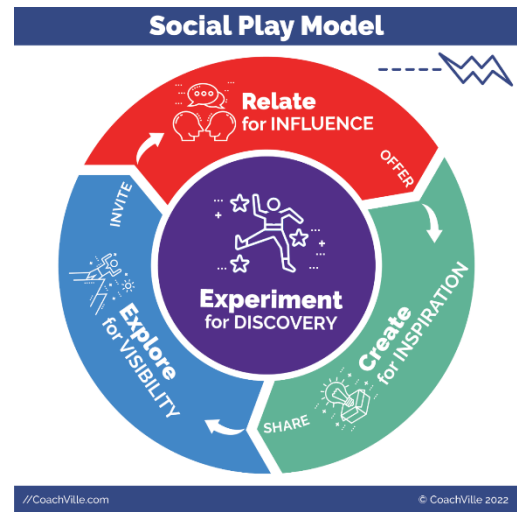
Experimenting is any time you do something that you have not done before OR you do something that you have done in a new way. Often when we experiment, we have an idea or a hope of what will happen but we don't actually know. A key to success is to start with an intention, be open to new possibilities 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 with Social Play!

"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.”

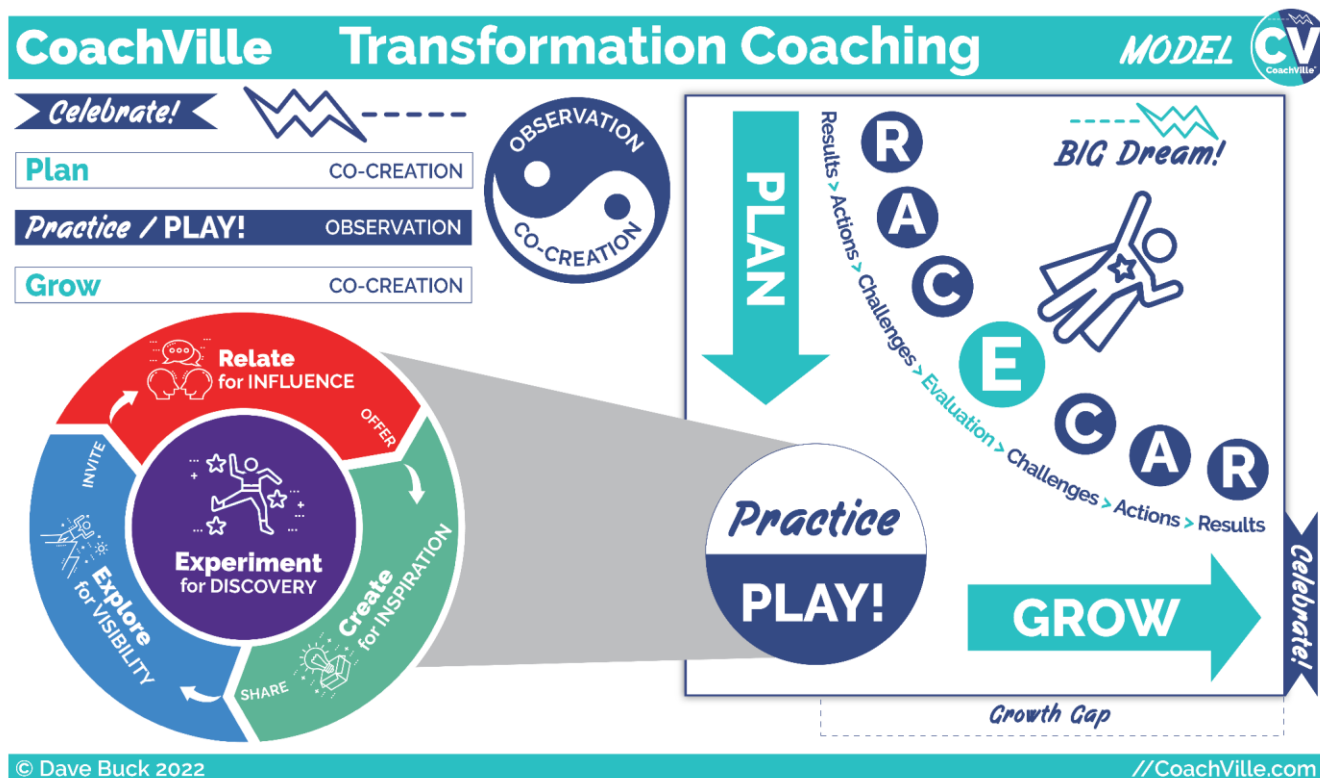
For now, I am going to ask you to trust me and your coach! Doubts and fears are clues on the treasure map of your Dreams. We welcome them and explore them.

We encourage you to pursue these social play actions with an open mind and a clean slate. IF you experience some fear – or remember fears from your past attempts at Social Play – we have a powerful way to coach you through it that we will practice in Session #4: The Pivotal Moment. But we need to you to get into the experience with a fresh perspective.

Your coach is going to focus on Relate for Influence, Create for Inspiration and Explore for Visibility in this session. We are going to explore Experiment for Change starting in a few weeks because when you first start playing, basically EVERYTHING is an experiment!

### Transformation Coaching Model Introduction

To help you get ready for Session #3, I want to share with a quick overview of the Transformation Coach Model that we use to get into the rhythm of playing with a Transformational Coach. We will go deeper into this technique before Session #5.



Here are a few things to notice.

The basic flow of a Transformation Coaching session is:

Plan – Practice – Grow.

The basic flow for playing in the world is (a Transformational Life):

Plan – PLAY – Grow (And Celebrate!)

The difference is in the coaching session we do a unique form of play called Practice. This is when you play in a safe space with the intention of getting better at something.

What we are practicing and playing in the world is Social Play.

The **RACECAR** part is an acronym:

**R**= Result (eg. The Influence of Relate for Influence)

**A**=Action (eg. The Relate of Relate for Influence)

**C**=Challenge (eg. Anything that makes the intended result NOT happen)

**E**=Evaluate (eg. Looking back on the experience for growth opportunities)

The other important element to this model is the circle with the yin/yang symbol and observation ~ co-creation. Your coach is observing you, sharing what they see and then using that knowledge to co-create practice experiences with you.

Meanwhile, you are observing your coach and using what you learn to become a more capable co-creator of practice experiences.

## ***Peak Experience Technique***

Your imagination is wildly powerful and for most people severely underutilized.

The Peak Experience Technique is a visualization and awareness technique where you will practice a social action using your imagination. And also imagine the positive impact (Result) that you desire to have on another person. When we use your imagination to preplay a peak experience, it makes it much easier and more likely for that experience to happen out in the world. In other words, you start living your Dream NOW!

Most elite athletes and performance artists use a similar technique to reach amazing levels of impact. We can do it too with the social actions of life!

This technique requires some practice. But once you get into it, you are going to LOVE it.

## **A Quick Walk Through**

### ***Plan the scenario***

#### **1) Do Something Awesome**

Choose a specific social play moment to explore

## 2) Describe their feeling

Since this is social, there is at least one other person involved. In the interaction, how do you want them to feel.

## 3) Desired the Action

What do you want them to do?

*Play / Practice the scenario*

## 4) Imagine yourself at play

Use your imagination to create a scene of you engaged in this social play activity.

## 5) Push the Energy

Next use your imagination to push your energy and awareness to the “other person / other people” in the scene.

## 6) Imagine them Engaged

See and FEEL the other person fully engaged in the scene with you. Try to see it and feel it from their perspective.

## 7) YES! Imagine they do it.

Whatever you intend for the other person to do as a result of these scene, see it playing out perfectly; just as you desire. See it as a peak experience where you really enjoy the feeling of it all.

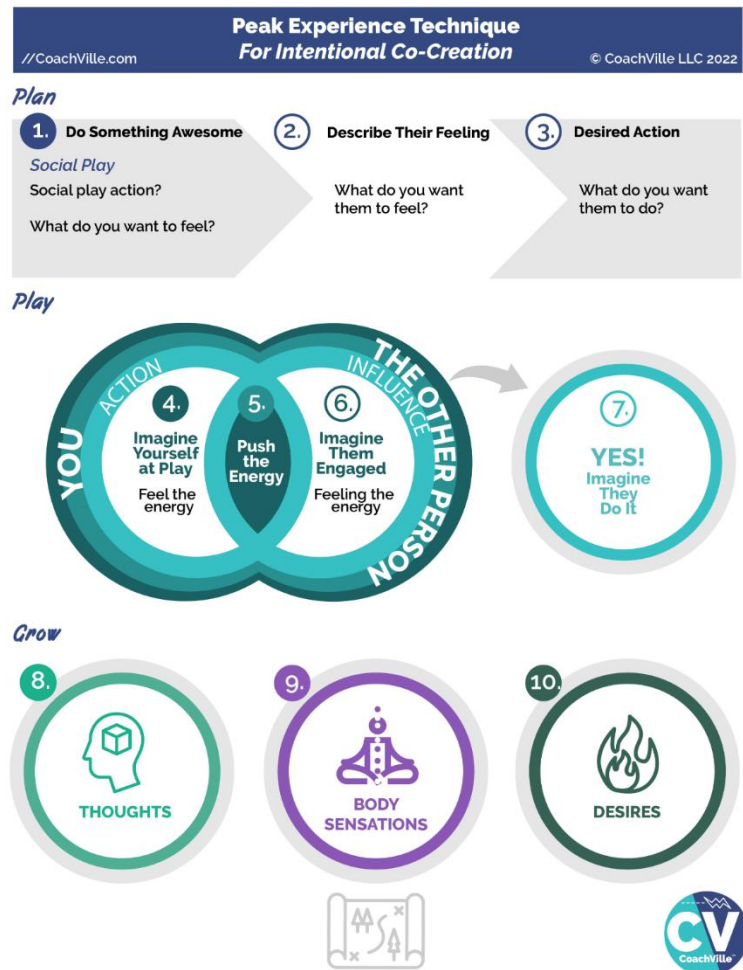
## 8) Thoughts

Now step back and use judgment-free awareness to notice the thoughts that were in your mind as you imagined the scene playing out.

## 9) Body Sensation

Next do a body scan and notice any physical sensations that you are / were feeling when you imagined the scene.

## 10) Desires



Finally, notice any desires – also known as Heart’s Desires – that you felt as you were in this peak experience in your imagination.

DONE!

Now you have “embodied” that moment of the peak experience. AWESOME!

### Transformation Coaching lives in “The Gap”

Transformation Coaching is when you intentionally grow into the next version of YOU by playing for your dreams. Playing well - or playing better - is when you are able to create the desired results and experiences from a playful action more often than you could before you started coaching.

It often starts with a vision yourself playing something new or something in a new way. It is your vision of having experiences where you play well and co-create the results you desire.

This creates a Gap. The Gap is the space between how you play now and your vision of possibility for how you want to play; getting the desired results more often.

The way you play better is by imagining, practicing and expressing your Human Nature Superpowers more fully and more freely. Become SUPER YOU!

Another way of seeing this is expanding your visibility, influence, inspiration and discovery (Social Play) while having fun and 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 play better. Growth lives in the gap. Coaching lives in the Gap! Becoming awesome at what you do... lives in the gap.











### Encouragement to use the Social Play Sheet

Encouragement to use the Play Plan Playsheet for the week ahead...

A mini version of the Social Playsheet is on the right.

Use this sheet to write down a few Social Play actions you want to focus on during the week.

Then keep a few notes as you play them or don’t

Transformation Coaching Play Plan # <input type="text"/>		Date: <input type="text"/>
Your BIG Dream:	FROM:	Your Transformation:
	TO:	Your Superpowers:
<b>ACTIONS with the Spirit of Play</b> Relate for <b>INFLUENCE</b> > Risk: <i>Rejection</i>		Challenges / Superpowers / Results:
		
Create for <b>INSPIRATION</b> > Risk: <i>Disappointment</i>		
		
Explore for <b>VISIBILITY</b> > Risk: <i>Trouble</i>		
		
Experiment for <b>DISCOVERY</b> > Risk: <i>Mistakes</i>		
		
<b>Celebrations:</b>		<b>Growth:</b>
		

play them (for some reason).

This will help you remember the key moments that you want to explore with your coach. Otherwise, it is easy for them to fly by and you forget them by the time your coaching session happens. I know because it happens to me all the time!!!

## **Session #04 - Play Better**

(The Role Play Technique)

## Prepare for Session #04 – Play Better

### 1) WARM UP and Dream Sharing

Just like we did in the last session. Every time you speak your dream out loud with your coach it gains energy.

### 2) CELEBRATE

Your coach will ask you to share a celebration from playing for your Dream. Sharing celebrations builds trust... vital to Transformation Coach.

### 3) GROW (From Play)

**Insights** – something new that you experienced. Something you noticed about your Self, your Dream or a situation.

### Actions and Results – Social Play

**Challenges** – What got in the way of the action or the result? What is the growth opportunity?

The key is to be playful in how you talk about these experiences. Embrace the power of co-creative conversation to expand your possibilities!

### 4) Practice PLAN

You will practice a Relate for Influence situation by doing the Role Play Technique.











### 5) PRACTICE

Here is a quick summary of the core concepts...

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.

### 6) GROW (from practice)

Transformation Coaching Session #4 Notes		Date: <input type="text"/>
1. WARM-UP and Dream sharing: 		
2. CELEBRATE 	3. GROW (from Play) 	
3. PLAY BETTER	Relate	CHALLENGES for INFLUENCE
	Create	for INSPIRATION
	Explore	for VISIBILITY
		
4. (Practice) PLAN: Choose a conversation to Role Play:		
5. PRACTICE (Role Play) 	AH-HA MOMENTS	
Desires: 		
6. GROW (from Practice) What did you learn about playing for your dream?	What did you learn about yourself and your superpowers? 	
		
7. PLAY PLAN: What is your transformation for this week? What social actions? FROM: TO:		

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.



- What did you learn about yourself?
- What did you learn about your Dream?

## 7) PLAY PLAN

You and your coach will hone in on a two things at the end of each session.

A) Set your intention for Transformation for the week. A way you intend to expand or express something new or become the next version of YOU

FROM: A (a word or phrase)

TO: B (a word or phrase)

Look at what you explored in the session. Think about your situation. Add in what you plan to do. And sum it up in a phrase from A to B.

B) Share a few social actions that will include or engage others as you play for your Dream this week.

**Co-Creator:** This is an approach where you can bring out the best of yourself and others; to express both your Drive to BE Free AND your Love to Befriend at the same time.

When your coach asks you about this the key is to release the Industrial Culture need to be perfect and be in control.



Pivotal Moments... keep looking; Challenges... start seeking!

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 to find more clues on the treasure map.



We will play with the Pivotal Moment Coaching Technique in Session #4.

Have an awesome session with your Coach!

## The Power of *ACTIVE* conversation



This may be one of the most important distinctions in the Transformation Coach.

It is something that makes a CoachVille Coach very different than other types of Transformation Coaches. I am going to give you the basic idea here. Then you will discover it in more detail throughout your experience with your coach.

**Let's say there are five kinds of talking and 4 that apply to Transformation Coaching Sessions:**

- 1) **Passive conversation** – this is talking about “whatever” to experience belonging; also known as “chatting”; this is a lot of Human conversation. It is very important for relating but not strong enough for Transformation Coaching.
- 2) **Reporting conversation** – this talking about events that happened for the purpose of sharing information and co-creating belonging. This is probably the most common form of Human conversation. It is very important for Human connection and cooperation; but not quite strong enough for great Transformation Coaching.
- 3) **Reflective conversation** – this is talking about events from different perspectives with the specific purpose to gain awareness. This is the essence of the Co-create Awareness Technique. It co-creates cooperation, belonging AND growth. This is a staple of Transformation Coaching Conversations.
- 4) **ProActive co-creation** - this is talking about how to do something; how to do something better or how to approach it in a new way; a plan or a sequence or a strategy; brainstorming. It builds deeper belonging and starts a shared experience because now you are in it together. This is essential to a great Transformation Coaching Conversation.
- 5) **ACTIVE conversation (AKA Guided Practice)** – This is when you actively do something or practice something in the conversation. Examples include doing a Role Play or a shared visualization; this creates a powerful shared experience and promotes profound belonging, enhanced confidence, and rapid growth. When we play together, we grow together. This is how coaching works.

A lot of Transformation Coaching is mostly type #2 and #3 with a little spritz of #4. This is pretty subdued Transformation Coaching. When you have a lot of reporting and reflective conversation and then jump into a quick pro-active co-creation (planning) at the end, it will generally be quite tepid; planning to do more of the same.

With a CoachVille Coach you will experience ACTIVE conversation and guided practice! You will experience a hearty mix of types #3, #4 AND #5 in most coaching sessions. This will be growth oriented and often transformational. When you have a healthy dose of ACTIVE conversation, the ProActive co-creation part will be full of imagination, energy, and bold moves.

## **ACTIVE conversation changes everything; figuratively AND literally.**

You are going to love it. **But it might freak you out at first.** (Actually, it's more likely than a might. LOL)

Let's play!

### ***A few thoughts about Pivotal Conversations***

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 an 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 Transformation Coaching.

Yes, Transformation 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.

### ***Embrace challenges... opportunities to Play Better!***

In this session your coach is going to explore with you on the challenges that you are experiencing and noticing while you play.

This can be challenging... because in the Industrial Culture having a Challenge meant you were doing it WRONG; whatever IT was.

When you are a player in a Coaching Culture, playing with activities that you can't control but you CAN influence, every challenge points the way to a new growth opportunity... an opportunity to Play Better.



In this exploration, YOU can really enhance the experience by being eager to notice these opportunities rather than resisting them.

**THIS WILL BE A MAJOR TRANSFORMATION FOR MOST PEOPLE!**

As soon as you shift from “something is wrong with me; and I don’t want to hear it” to “I am a player who loves to grow”... this is when Transformation Coaching really takes off!

This leads us to the fun challenge of relating for influence which we practice with the Role Play Technique.

### **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 Culture 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 Culture environments where feedback meant that you screwed up, most adults have learned to avoid feedback. To become awesome at Social Play in the Connected Culture you must become fluid with feedback experiences. Keep growing.
- For people who have the desire to play better, feedback is the “Breakfast of Champions!”

### ***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 relating (communication) is the primary activity. Playing for a dream is mostly about talking with 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 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!!!

**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 often 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 7 of this playbook.

## The Role Play Technique

In this session your coach will use Steps 1,2,4,5,6 and 7. Notice the flow: Plan – Play – Grow.

We will skip Step #3 this time.

### Step #1) Define the situation

What is the conversation you want to practice?

What is your intended result or feeling?

### Step #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 of a typical person.

### Step #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

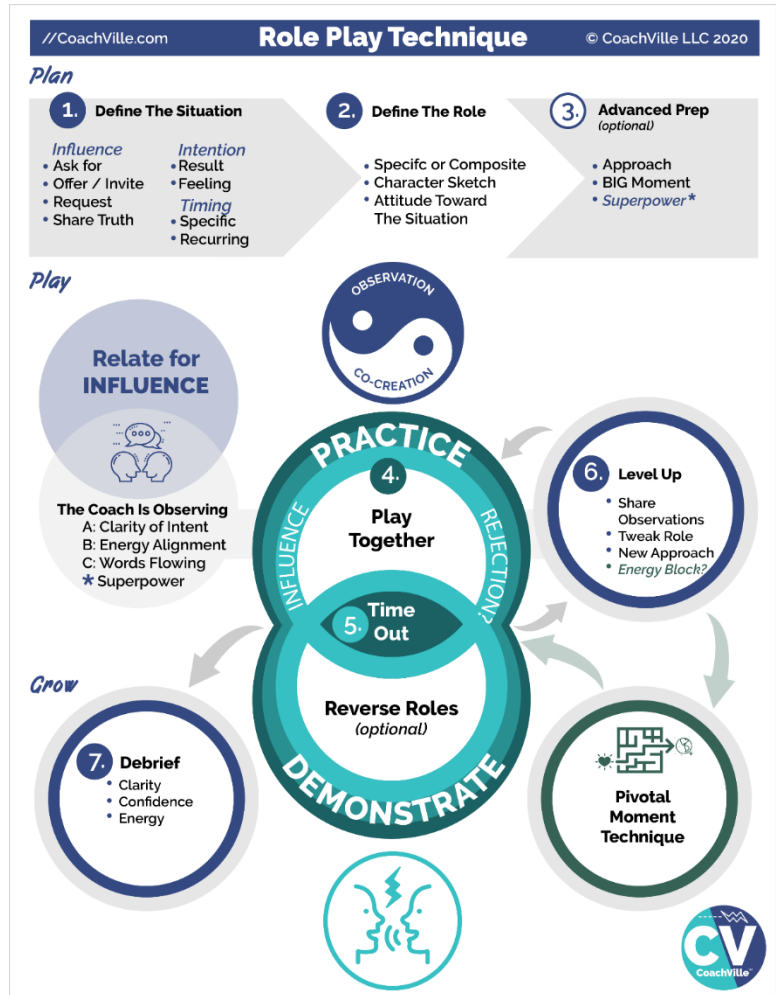
### Step #5) Time Out

Your coach will call time out - Or YOU can call time out – to step out of the situation.

### Step #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.

#### **Step #4) Play Again**

You and your coach may practice the conversation a few different times.

#### **Step #7) Debrief**

You and your coach will reflect on the practice to look for growth and growth opportunities.

## **Session #05 - Pivotal Moments**

(The Pivotal Moment Technique)

## Prepare for Session #05 – Pivotal Moments

### 1) WARM UP and Dream Sharing

Just like we did in the last session. Every time you speak your dream out loud with your coach it gains energy.

### 2) CELEBRATE

Your coach will ask you to share a celebration from playing for your Dream. Sharing celebrations builds trust... vital to Transformation Coach.

### 3) GROW (From Play)

**Insights** – something new that you experienced. Something you noticed about your Self, your Dream or a situation.

### Actions and Results – Social Play

**Challenges** – What got in the way of the action or the result? What is the growth opportunity?

The key is to be playful in how you talk about these experiences. Embrace the power of co-creative conversation to expand your possibilities!

### 4) Practice PLAN




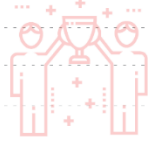







You will practice a Social Play situation where you are experiencing resistance using the Pivotal Moment Technique.

### 5) PRACTICE

#### 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

Transformation Coaching Session #5 Notes		Date:
1. WARM-UP and Dream sharing: 		
2. CELEBRATE 	3. GROW (from Play) 	
3. EXPLORE CHALLENGES <b>CHALLENGES</b> 		4. CHOOSE A PIVOTAL MOMENT 
5. THOUGHTS 		BODY SENSATIONS 
IT'S NOT SAFE FOR ME TO 		HEART'S DESIRE 
6. GROW (from Practice) What did you learn about playing for your dream? 		Desires: What did you learn about yourself and your superpowers? 
7. PLAY PLAN: What is your transformation for this week? What social actions? FROM: TO:		

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”.

## Human Nature 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 Human Nature 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.

## 6) GROW (from practice)

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.



- What did you learn about yourself?
- What did you learn about your Dream?

## 7) PLAY PLAN

You and your coach will hone in on a two things at the end of each session.

A) Set your intention for Transformation for the week. A way you intend to expand or express something new or become the next version of YOU

FROM: A (a word or phrase)

TO: B (a word or phrase)

Look at what you explored in the session. Think about your situation. Add in what you plan to do. And sum it up in a phrase from A to B.

B) Share a few social actions that will include or engage others as you play for your Dream this week.

**Challenges... start seeking; Pivotal Moments... keep noticing;!**

Remember... people who aim to play BIG... they go beyond embracing challenges... they LOOK for them.

Remember to LOOK for your pivotal moments: moments when you avoid or delay a social action or notice that you are avoiding a social risk. It will open up growth opportunities that you can explore with your coach to find more clues on the treasure map.

Have an awesome session with your Coach!

## Social Play... and Social Fears

Remember these moments of Social Play and the challenges most of us experience at some level:

- 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 social fears of social play. **THIS IS BIG!**

ALWAYS REMEMBER!

Fear is a resource of your Self-Preservation Superpower! (Part of the Ability to Believe) Most of the time this is powered up by our Social Safety Instinct (Which is part of our Need to Belong Superpower) So we need to honor our fears with great reverence.

And since all social fears are Beliefs... and we can choose our beliefs, we have the ability to upgrade them if we choose to. This understanding is essential to Transformation Coach.

These fearful beliefs are in you mostly because your playfulness is shamed in the Hierarchical Control of the Industrial Culture.

Playing for your Dream is about to get REAL!  
**These four social play activities will bring up seven really intense Social FEARS!**



While all of us with a Dream to contribute our unique value and voice to others... 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 Inspiration = Fear of Disappointment*

Playing BIG for your dream will include creating and sharing experiences (or content) in a variety of forms that you hope will be an inspiration to others. 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 for inspiration.

Create for Inspiration 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 Discovery = Fear of Mistakes*

As you play for your BIG Dream you become a change-maker! But at the same time, we are often crippled by the fear of mistakes.

This is a big remnant of the Industrial Culture of Control 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 Culture 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!**

Your Transformation 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)**

The short answer is that many times in life we get “in trouble” for being playful or for simply being ourselves. Getting “in trouble”, or being shamed, activates our Social Safety Instincts and forms Self-Preservation Beliefs about the dangers of social play.

We will illuminate on this question as we explore your Superpowers of Human Nature. Meanwhile by playing for your BIG Dream with your Transformational Coach you are already on the path to Freedom!!

The FEARS of Social Play, lead us to the Pivotal Moments of Choice.

### ***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 Transformation 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 experiences 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) A “Pull” between playing BIG and playing safe. Any moment when you have an urge to do something for your dream AND at the same time a resistance to doing it.



### 1) The BIG Choice

There are some big choices 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 move on / let it go?

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.

### 2) The BIG Opportunity

Sometimes you are aware of these moments, and you 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 approach, skill level and energy alignment.

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 and didn't say anything to him for 5 hours! 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.

### 3) 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 the Role Play Technique 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!

#### 4) The Pull between Play BIG and Stay Safe

This is the main type of pivotal moment that I want to bring to your attention.

This is when you have your Urge to Become is moving you into action for your dream but at the same time your Ability to Believe Self-Preservation Superpower is bringing up some FEAR. It can be a planned action you have on your play sheet, OR it can be a spontaneous opportunity that pops into your life. (on the “Play Life Station” Ha!!)

**Your Dream wants you to do it.**

Remember in Chapter 1 I told you that your Dream will take on a life of its own and it will ask you to do things? Have you noticed this happening? 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 inner resistance. Often the time between the urge to act and the inner 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 urge to act is 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 provocative and empowering ideas.

## *Tenacious Self Love*

Self-Preservation is a Human Nature Superpower within your Ability to Believe. It is NOT a flaw.

I want to share a Transformation Coach perspective with you here!

We believe that you were born AWESOME! And every part of your inner being is part of awesome YOU!

In the "Self-Help" field when we experience doubt or fear there is usually some kind of derogatory explanation for the experience. They will say things like:

- You have Self Sabotage
- You have limiting beliefs
- You have a beast or gremlin or bully inside of you!

I encourage you to question your belief in any of these concepts.

I encourage you to activate your Human Nature Superpower called: "Tenacious Self Love"; it is part of the Superpower "To Dream". This is where you embrace ALL of the aspects of your Human Nature Superpowers... even when they seem to be pulling you away from your Dream.

When we experience doubt or fear about a social play activity, that is our Self-Preservation Superpower trying to keep us safe OR our Social Safety Instinct trying to maintain belonging because at some point in our past a similar activity got us into some trouble (AKA threatened out place of belonging)

By exploring the feeling with judgment-free awareness – and some light-hearted curiosity – we can discover some amazing clues on the treasure map that leads to our Human Nature Superpowers for Social Play; and the pathway to living our Dream NOW!!

This is what the Pivotal Moment Technique is all about.

## *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 then 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 expand your influence and improve your results.

There are many possible scenarios for a pivotal moment of choice:

- Talking to someone at a network event ~ should I share my dream? Or just say that I work at the bank.
- Thinking of sharing something on FB Live ~ should I just Go Live and share my idea? Or wait until it is perfectly planned some day in the future.
- Thinking of making a follow up call to someone you met ~ should I pick up the phone and invite them for coffee? Or wait until I have everything together perfectly.
- I have this time on my calendar to write a blog post/article/chapter ~ should I sit down and write something right now? Or should I wait until I feel inspired; Or wait until my office is perfectly organized?

These are phrased to sound a little but funny. But in truth we need to honor that these moments are more provocative than they appear on the surface because fear and social risk are involved.

## *The AMAZING power of your imagination*

Your imagination is part of your Human Nature Superpower "The Urge to Become": the Spirit of Play.

The Pivotal Moment Technique is the Transformational 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.

## A 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.

## Pivotal Moments Technique

(The long version of the name is Pivotal Moment of Choice)

Let's do a quick walk through the model so that you can have a familiarity with this profound way to practice life – remember, coaching is all about practicing together.

### Lead in:

- A) Describe the scene of the pivotal moment of choice
- B) Describe the actions or the intended actions
- C) Describe the intended results.

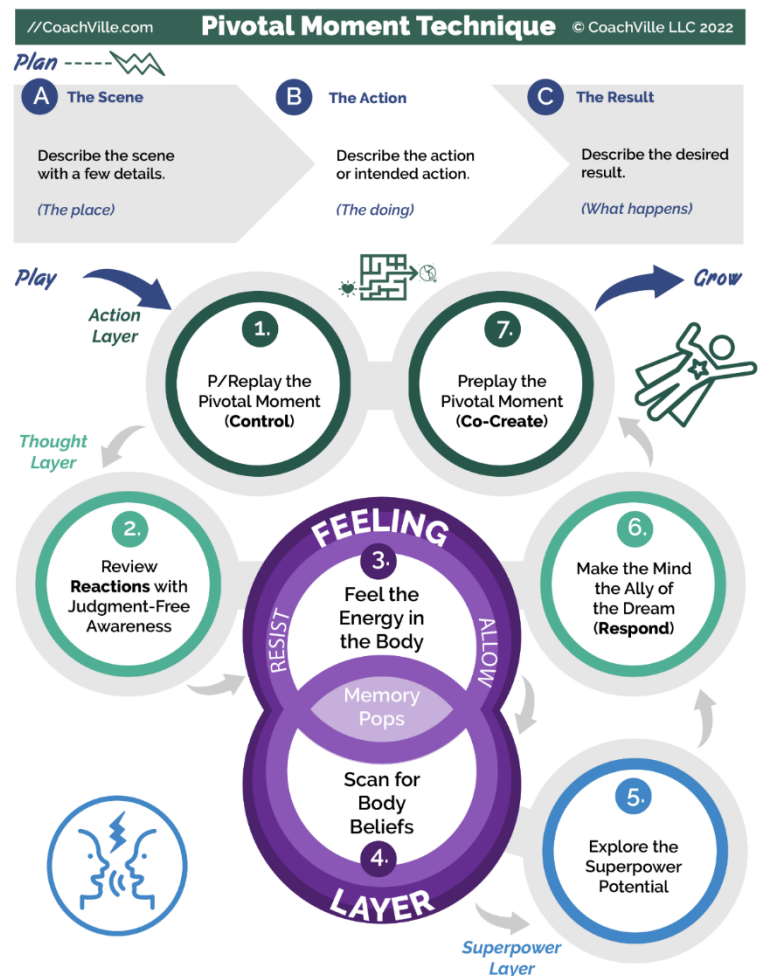
### Step #1: P/Replay the Pivotal Moment (Control)

Activate your imagination to Replay or preplay the scene of the Pivotal Moment. See it and feel it as deeply as you can. Notice if there is something you are attempting to control.

### Step #2: Review Reactions with Judgment-free Awareness

You are in the moment now. Use judgment-free awareness to notice the thoughts in your mind in the moment. Often these are your reactions to what is happening or not happening.

### Step #3: Feel the energy in the body.



Feeling the energy in your body brings you more fully into the present moment. Body awareness in the presence of another person (your coach) with whom you feel safe is the pathway to transformation. 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. If you are new to the practice of body awareness, be patient and allow it to arise!

**Memory Pops:** Often while feeling energy in the body images or memories will pop into your mind. These “pops” will provide useful clues on the Treasure Map about where “The Pull” is coming from.

#### **Step #4: Scan for Body Beliefs.**

Your body is attempting to alarm you about the potential for social risk. Its intention is to keep you safe. In this step you will give voice to the self-preservation belief. (Remember, it’s a Human Nature Superpower!) Or in some cases the Desire and Self-Confidence (also a Human Nature Superpower)

#### **Step #5: Explore the Superpower Potential.**

Often what we fear the most is expressing our Human Nature Superpowers and playfulness because this put us in social risk in the past. When we explore our self-preservation beliefs, we can gain clues on the Treasure Map leading to our lost superpowers.

#### **Step #6: Make the Mind the Ally of the Dream.**

You are active in your imagination. Your body is feeling the safe space of belonging with your coach. You have given voice to the self-preservation (or self-confidence) belief. Now your mind – still in the vibrant alive present - will open up to new possibilities. In this state you will be able to feel, KNOW and speak what your dream is asking you to do.

#### **Step #7: Preplay the Pivotal Moment (Co-Create).**

With your body feeling safe and your mind open you can then preplay the desired action and the desired result using your imagination. You can feel and see it happening in the present moment. You are fully aware that you have a choice.

#### **Out in the world you are FREE!**

You can choose to play BIG for your dream. You have felt it, seen it and lived it in your imagination in the presence of your coach. Your coach has seen it with you. OR you can choose to stay safe for self-preservation. No judgment either way; just a choice. This is freedom.

**\*\*!!!\*\***

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!

## **Session #06 – Co-Create Practice**

(The Plan-Play-Grow Technique)

## Prepare for Session #06 – Practice & Plan – Play - Grow

### 1) WARM UP and Dream Sharing

Every time you speak your dream out loud with your coach it gains energy.

### 2) CELEBRATE

Your coach will ask you to share a celebration from playing for your Dream. By now you are probably creating some great moments to celebrate.

### 3) GROW (From Play)

In this session, step #3 takes on an extra purpose. You and your coach are going to use this time to hone in on a growth opportunity to practice together.

**Insights** – something new that you experienced. Something you noticed about your Self, your Dream or a situation.

### Actions and Results – Social Play




**Challenges** – What got in the way of the action or the result? What is the growth opportunity?

The key is to be playful in how you talk about these experiences. Embrace the power of co-creative conversation to expand your possibilities!

### 4) Practice PLAN

Together you and your coach will choose a moment to practice AND a technique to practice it with.

- **Peak Experience** – preplay a social play moment with intention and impact
- **Role Play** – where you practice a conversation / relate for influence situation
- **Pivotal Moment (of choice)** – explore the “Pull” between Self-Expression and Self-Preservation; look for clues on the treasure map.

Transformation Coaching Session #6 Notes		Date: _____
1. WARM-UP and Dream sharing: 		
2. CELEBRATE 	3. GROW (from Play) 	
4. CHOOSE THE FOCUS 	<b>Practice Technique</b> <input type="checkbox"/> Peak Experience <input type="checkbox"/> Role Play <input type="checkbox"/> Pivotal Moment <input type="checkbox"/> Co-create Awareness	5. PRACTICE 
5. 		
<b>Desires:</b> 6. GROW (from Practice) What did you learn about playing for your dream?  _____ What did you learn about yourself and your superpowers?  _____ 		
7. PLAY PLAN: What is your transformation for this week? What social actions? FROM: _____ TO: _____		

- **Co-Create Awareness** – Explore a situation for growth opportunities

## 5) PRACTICE

Jump into the moment and technique like practice partners!

## 6) GROW

- What did you learn about yourself?
- What did you learn about your Dream?



## 7) PLAY PLAN

A) Set your intention for Transformation for the week. A way you intend to expand or express something new or become the next version of YOU

B) Share a few social actions that will include or engage others as you play for your Dream this week. (Become a co-creator)

Challenges... keep seeking; Pivotal Moments... keep noticing;!

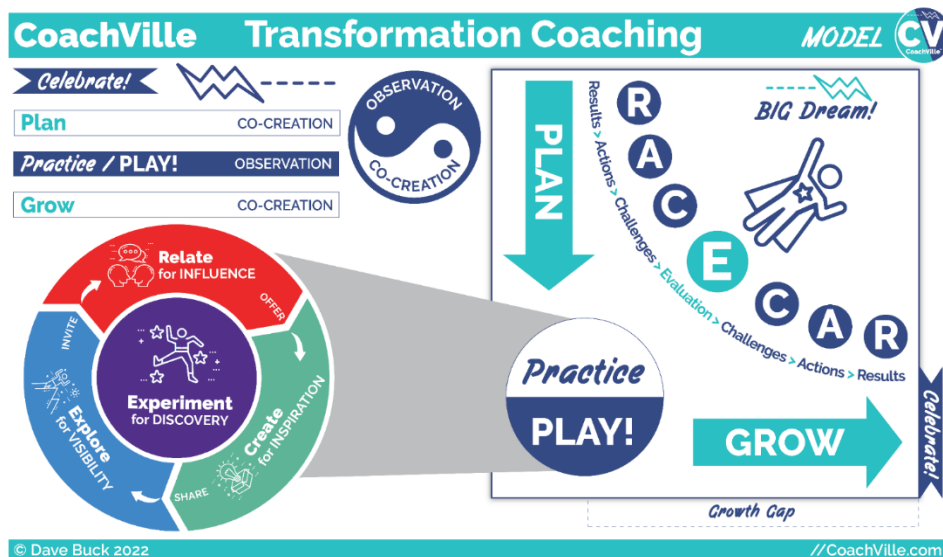
Look for more clues on the treasure map.

Have an awesome session with your Coach!

## *The Transformation Coach Model*

Now that you have experienced this flow a few times we can go deeper into the rhythm of playing with a Transformational Coach. There is a coaching a coaching rhythm called: Plan-Play-Grow. If you have ever had an athletic coach or a performance art coach, then you will recognize this rhythm... It's truly awesome.

On a personal note, I first learned about this 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 amazing experiences and 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.

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 – Challenge – Actions - Results. 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 Social Play.

## Transformation Coach Rhythm

Let's first get clear on the coaching rhythm because it will really help you get the most out of your relationship with your coach. You have done this a few times now. So you will recognize it.

### In the coaching session:

- We CELEBRATE the notable experiences since your last session; especially moments of play where something good happened.
- GROW: Capture growth from the previous week of playing in the world. Talk about results, actions, challenges, insights and growth opportunities. All of these things come together into a picture so you can Evaluate how you played.
- We co-create a coaching PLAN for the session.
- We PRACTICE together using one of several techniques to develop new abilities and co-create new awareness, new possibilities, new approaches, and new confidence.

- We 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.
- We co-create your play PLAN for the upcoming time frame. Focusing on the Social Play actions. 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 by engaging in social play actions to co-create results and experiences.
- You notice your GROWth opportunities as you play.
- Make a few notes on your playsheet about what happens as you play (or avoid playing).

**In the next coaching session:**

- We CELEBRATE your Results (and your experiences and challenges)
- We co-create a coaching PLAN for the session by first EVALUATING what happened when you played. What was the GROWth and what are the GROWth opportunities.
- Choose something to PRACTICE together.
- We capture your GROWth from the session.
- We co-create your play PLAN for the upcoming time frame.

**YOU go out in the world to play:**

The rhythm of Transformation Coach 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.

***Understand RACECAR***

One of the most important shifts that your coach and I want to help you make is from Industrial Culture of Authoritarian Control to Coaching Culture of Social Play.

Understanding the acronym RACECAR from the Plan-Play-Grow rhythm can help you make this shift.

In sessions #2 and #3 with your coach you looked at RESULTS, ACTIONS and CHALLENGES in Social Play. But it's good to go a little deeper into this now because it is SO different than the Industrial Culture.



**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 Control Culture 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 Social 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 Social Play you must look beyond yourself... out into the world or people around you that you aim to influence or inspire 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 moments of social play: influence, inspiration, visibility and change.

### **STOP getting people under control**

Another quirky angle on Results from the Industrial Culture 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 Culture because the whole focus is on getting everyone and every situation under control. This is very difficult of course because 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 expected 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 Social Play Model as a co-creator.

### **A is for Actions with your Human Nature Superpowers**

We all do a lot in each 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 mode.

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.

## **Human Nature 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 a big 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 Culture 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/ obedient 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. When you put your Dream into the "Play Life Station", there are levels to it.

Every challenge presents you with a growth opportunity. Growing and playing better is fun! Players embrace challenges. Great players LOOK for challenges by aiming for the next level.

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 practice plan to play with 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 and ranking that we all suffered as children in Compulsory Education. 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 it wrong and get you under control. 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 of YOU.

This is another situation where it will take a little practice to shift out of feeling that there is something wrong and shift 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.

## Transformation Coach Technique

Here is a more detailed Technique Sheet to show you the flow of the coaching relationship plays out in each coaching session. (you can see the full page version in your playsheet pack)

### Get Started

#### Step #1) Warm Up!

I recommend Coherence Breathing, Imagination and Dream Sharing

#### Step #2) Celebrate

Celebration is essential to joy and sustainable success. Celebrating Peak experiences, results, new actions and even challenges helps you embody that you ARE playing your Dream now.



### **Step #3) Grow (from Play)**

Using Reflection Conversation, you can evaluate what happened and what didn't happen to capture your growth and growth opportunities from the previous week of play. This will often bring clarity to part 4. :

#### ***Practice Together***

### **Step #4) (Practice) Plan**

What is the MOST important moment or situation for us to practice in this session?

Then together choose a technique to start practicing.

As you have experienced so far, in this series we often have the coaching technique determined in advance. But in Sessions #5 and #9 you and your coach will choose what technique to use. And if you continue to coach together, this will become the norm.

### **Step #5) PRACTICE**

Get into the situation or moment with the technique and co-create practice together! Try out new ways of expressing yourself. Be in the moment. Speak from the heart. Enjoy it!

During practice your coach will OBSERVE you and offer to share some of these observations. Your coach will notice things that you don't see in your Self or your situation.

At the same time, you will observe your coach and pick up new ways of doing and being.

You embody new ways of doing things by observing and doing.

### **Step #6) Grow (from practice)**

On the coaching notes sheets this is called the Growth Zone. Once you step out of the practice mode, then you and your coach and debrief on what just happened to expand your awareness.

### **Step #7) Play Plan (for the week ahead)**

What are the peak experiences, results and actions to focus on and how can you bring the spirit of play to everything you plan to do?

### **Go out in the world and Social Play!**

Embrace everything situation that comes toward you. Remember, it's all part of the Dream once you put it into the Play Life Station.

NOTICE what you are doing and not doing.

NOTICE what is happening and not happening.

NOTICE how you FEEL while you are playing, or avoiding playing.

These are peak experiences, pivotal moments and growth opportunities.

YEAH!!! We LOVE Social Play.

Get ready to do it all again in your next session.

## Choose your practice technique

Session #5 is going to be a little different than the sessions you have had so far. The basic flow and structure will be the same, but there is a twist. You will choose the moment or situation that you want to explore. And then you and your coach will choose which coaching technique you want to use together to practice.

You have experienced:

- **Peak Experience** – where you use your imagination to preplay a social play moment where you intend to be awesome and co-create the desired impact.
- **Role Play** – where you practice a conversation / relate for influence situation
- **Pivotal Moment (of choice)** – when you are experiencing the “Pull” between Self-Expression and Self-Preservation; explore the moment to discover your freedom of choice.
- **Co-Create Awareness** – When you want to explore a situation for growth opportunities (we will do this one more fully in Session #7)

The idea is to start to be pro-active in knowing what you want to practice and HOW you want to practice it.

A quick note for going forward, in Sessions #8 and #9 we will do more advanced versions of these coaching techniques so that you will have even more options to choose from in the near future.

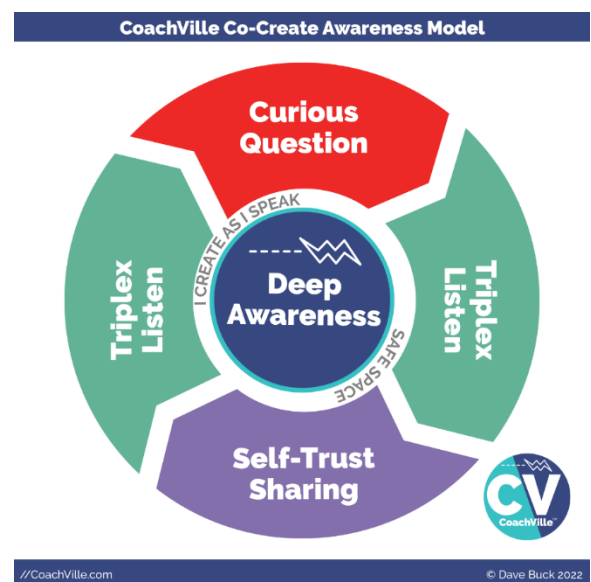
## Co-Create Awareness of Growth Opportunities

This brings us to another review of the powerful coaching technique called: Co-Create Awareness.

The purpose of the Reflection conversation is to co-create awareness of growth opportunities.

In Transformation Coach, growth opportunities look like:

- **Actions** that you want to do with more skill. This taps into your Urge to Become Superpower of Self-Expression
- **Approaches** that you want to do something in a new way. This taps into your Urge to Become Superpower of the Spirit of Play



- **Beliefs** that you want to upgrade. This taps into the Ability to Believe Superpower looking for both Self-Confidence and Self-Preservation. A vast number of our Beliefs are non-conscious. This is why we call it a Treasure Map. And as we talk about moments of play, our beliefs come into view. Then we have the opportunity to choose a new belief that is better aligned with your Dream. We will practice this in the next coaching session. AWWW Yeah!

Your coach is going to ask you a lot of curious questions; Listen to your words and energy and use their Self-Trust Superpower to share with you what they observe; often Beliefs that are popping up.

This leads to Deep Awareness over time as patterns emerge.

## *Get Your Human Nature Back!*

When you sign on with a Transformation Coach there is a purpose behind it.

You want to:

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

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

LOL.

True. However, to get that "something" you 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!

To create change we need to unleash our Dream AND all five "BE" superpowers!

- We need self-trust and self-determination to **BE FREE** to move in a new direction
- We need caring companions to **BEFRIEND** and share the adventure with us
- We need to play to **BECOME** the next version of ourselves.
- We need to **BELIEVE** in our own dream. This is what this program is focused on. Then we need to explore our beliefs and choose the ones that we need to uplevel to live our new dream. **BIG** point here: you can choose to uplevel your beliefs; they are not fixed a certain way.  
This is an essential element of Transformation Coaching!
- 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!

## Transformation Coaching Starts Here

While your coach is guiding your path to living your Dream, at the same time they are exploring clues with you to discover your Superpowers on the treasure map.

You have probably experienced some of these already.

As we move along, I will share a few thoughts about reclaiming your Superpowers as well.

### To Dream

Your coach will encourage you to live your Dream – to play for your Dream - NOW!

### Drive to BE FREE

Your coach has encouraged you, but you needed the Self-Determination to say “YES” and get started. Yeah YOU!! Over time your Self-Trust will expand as well.

### Love to BEfriend - Co-Creation & Caring

Your coach has been super-focused on establishing a safe-space of mutual caring so that you can practice life. Your coach will be your co-creative partner every step of the way as well. Mostly you will co-create practice experiences and awareness that will accelerate your growth. Over time your mutual caring will develop even more.

### Urge to BEcome - Promote Playfulness & Self-Expression

This is essential because coaching and playing go hand in glove since the purpose of coaching is playing better. With your playfulness you can go out into the world for peak experiences. A peak experience is when you feel that you are being AWESOME!

Over time your self-expression will emerge.

### Ability to BELieve – Reveal and upgrade your beliefs & desires

Transformation Coaching is about living our dreams! You can start with even the smallest amount of self-confidence and the smallest inkling and grow it into a BIG Dream.

As you practice life with your coach and deep dive on conversations, your beliefs and desires will come into awareness. This will give you the opportunity to choose the ones that align with your dream and slowly release the ones that don't.



This program is designed to energize your Dream AND your expand your ability to believe in your own dreams.

As you play in the world the pull between self-confidence and self-preservation will reveal itself. Hah! You probably know this by now.

### **Need to BElong - Profound Belonging for Super YOU**

To thrive you need a place of profound belonging for your Dream, Super YOU and... EVERYTHING!

Your coach will start by creating a “safe space” – a judgment free space – where your self-value is experienced; a place for you to express your dreams and practice being the next version of YOU!

Over time, as your sense of self-value grows from your time with your coach you will begin to bring your expression of Human Nature and your Dreams out into the world so they can find where they are valued by others, where they BELONG!

The BIG awareness, that emerges over time, is how profound and influential our Social Safety Instinct is in our lives. One BIG value of transformation coaching is to bubble these “instincts” up to awareness so that you can choose if they are serving your Dream or NOT.

### ***The Coaching Culture Transformation Chart***

When you play for your Dream with a Transformational Coach, YOU become a light for Egalitarian Freedom. YOU start a ripple effect of freedom that goes out to the people in the world around you.

It's a BIG DEAL.

Also, as you play for your Dream, even a little bit, you start to notice how control has gotten into us because it is the status quo in the world around. We aim to change that and YOU are a part of the change.

The purpose of this chart is to create awareness of the elements of the Industrial Culture that we aim to leave behind with our global movement to co-create coaching cultures in every family, school, community, company and ... (eventually) country.

The important thing is that you don't need to do anything special. Just keep playing for your Dream and sharing with people you know about what you are doing.

If you want to be even more proactive, I will share with you about that at the end of the program.

Yeah Team!!!!

This chart reveals the 5 C's of the Industrial Culture compared to the 5 BE's of the Coaching culture.

LESS	MORE
<b>Industrial Culture</b>	<b>Coaching Culture</b>
Dehumanizing Authoritarian Control & Hierarchies	RE-Humanizing Egalitarian Freedom & Co-creation
<b>OBEY Authority</b> Follow the rules / instructions	<i><b>PLAY for your Dream</b></i> Choose your Desire ~ Self-Love ~ Self-Worth
<b>CONQUER</b> I/we own you now	<i><b>Drive to BE free</b></i> Choose adventure ~ Self-trust ~ Self-determination
<b>COLONIZE</b> You do things My/Our way now	<i><b>Love to Befriend</b></i> Choose your companions ~ Co-create ~ Care (give and receive)
<b>COMMAND</b> Do what I tell you to do	<i><b>Urge to Become</b></i> Choose your playful practice ~ Self-expression ~ Spirit of play
<b>CONTROL</b> Do it the way I tell you to do it	<i><b>Ability to Believe</b></i> Choose your beliefs and desires ~ Self-Confidence ~ Self-Preservation
<b>COMPLIANCE</b> Do it right or you are IN TROUBLE	<i><b>Need to BELong</b></i> Choose your environments ~ Self-Value ~ Social Safety Instinct
<b>The world is a school / job</b>	<b>The world is a playground</b>
<b>Industrial Culture Coaching</b>  Expert Authority: Sequence of video with checklists and Q&A about how to fix what is wrong with you; The expert is ABOVE the client.  Humanism: Coaches only ask questions so clients can solve their own problems. The coach suppresses their human nature to serve the client; (is BELOW the client)	<b>Transformation Coach</b>  1. A profound personal relationship 2. Where the coach guides the self-determined player 3. In pursuit of playing better for their Dreams 4. To become the next version of themselves 5. Through proactive co-creation 6. And guided practice
Partners with the <b>client</b> to define what the <b>client</b> believes they need to <b>address</b> or <b>resolve</b> to achieve what they want to	Partners with the <b>PLAYER</b> to define what the <b>PLAYER</b> believes they need to <b>CO-CREATE</b> or <b>PRACTICE</b> to achieve what

accomplish in the session	they want to accomplish in the session
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## **The Power of LOVE! And judgment-free awareness**

As you dive deeper into your Human Nature and the various social fears, doubts, beliefs connected to self-preservation and social safety instincts... a common element will be: the other people involved in these experiences!

It is valuable to – as much as possible – maintain a judgment free perspective toward them. Most likely they are a person who was hurt in some way and that lead them to treating you in a hurtful way.

Just like we empower the saying: Free People, Free people!

It is also true that often: Hurt people, hurt people. And Controlled people, control people.

We want to avoid making other people or groups the enemies of the “evil ones”. Similarly, while the Authoritarian Culture is responsible for a LOT of pain, we don’t want to get into a blame/shame mindset toward it. Our best play is to understand it, embrace what good has come from it... and PLAY HARD for the culture that we know will serve the Human Family WAY better: The Coaching Culture of Egalitarian Freedom!

So, the High School teacher that told you that “you will never amount to anything”, most likely had their dreams squashed by someone earlier in their life.

What we are aiming to do with Transformation Coach is to “break the chain”. To uplift each other so that we stop passing the pain of Authoritarian Control on to the people around us. We can do it!

To approach pain-causing people and painful experiences from our past (and present) with this level of benevolence does require a fair portion of self-worth and self-love; which are associated with our Superpower “To Dream”. With support, we are all capable of doing this with and for each other.

Also, most of us have been pain-causers in difficult moments of our own lives in the past; the Industrial Culture puts us all into a whole mess of unfortunate situations. Again, self-love and judgment-free awareness are called upon.