

TEAM
CoachVille

Together in pursuit of
humanity playing better

008: Real Coaching Defined

(Part 2 of 3)

CoachVille.com



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



008: Real Coaching Defined (2 of 3).

Life is meant to be played by relating, creating, and exploring. People have a coach to create new results, learning and becoming. The foundation of the relationship is shared purpose, presence and permission. A great coach navigates the needs of the player between support and challenge and between judgment-free presence and expertise.



Share

WHAT TO SHARE: Share your perspective on these dynamic elements of the coach-player relationship. What do you expect from a great coach?



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

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

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

Highlights

- Part 1 -

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

Part 2

2. PLAY + EXPLORE + RELATE + CREATE

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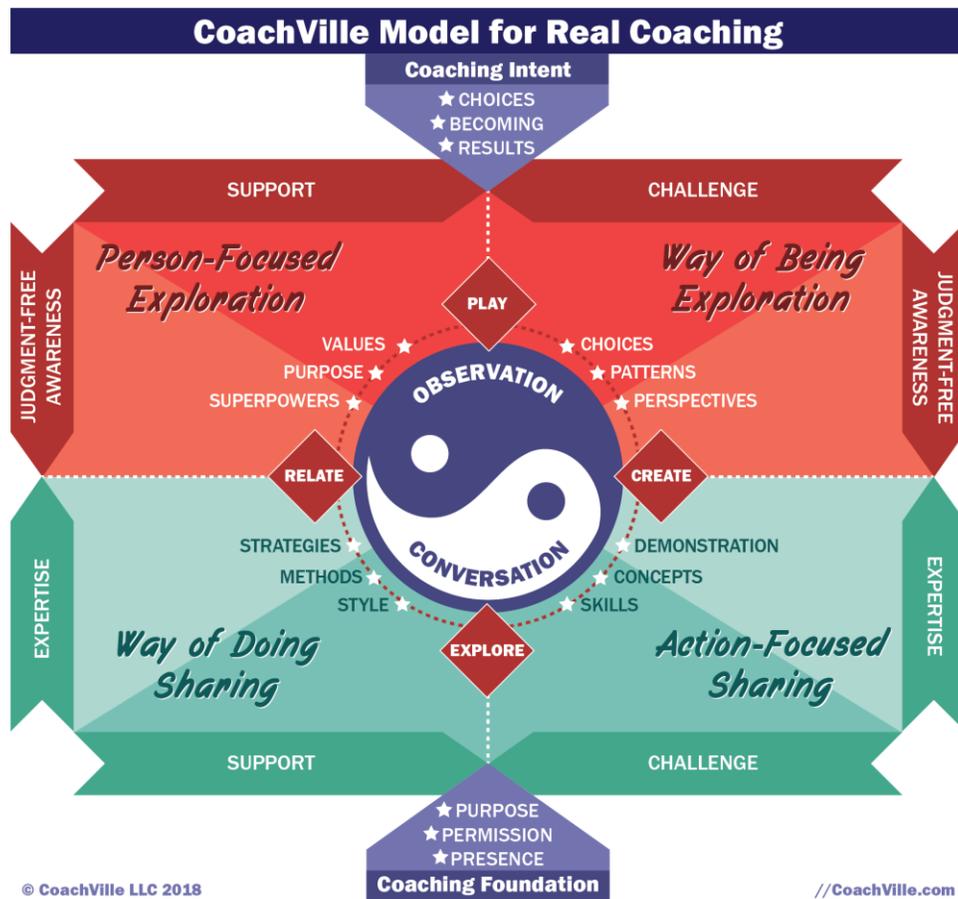
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3. Coaching Intent: Learning, Becoming and Results
4. Coaching Foundation: Purpose, Permission and Presence
5. The spectrum between Support and Challenge
6. The spectrum between Judgment-Free Awareness and Expertise

- Part 3 -

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



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“There is nothing more powerful than an idea whose time has come.”

– Victor Hugo

2) PLAY + EXPLORE + RELATE + CREATE

Inside the diamond that contains the YIN-YANG of observation conversation are 4 keywords to represent the “game of life”. This is a short hand way to explain what the coach is observing and what the coach and player are talking about.

Play

It starts with the idea of play. Coaching and Play go together like hand in glove. Play is when you do something that you can't control but you can influence through strategy, skill and energy. This means you can get better results over time.

The coach has to watch the player play as a part of coaching them. In the game of life this can take on almost infinite possibilities! When you think about what the player wants to do better – like building a business or becoming a leader – you can hone in on the “critical moments” to observe.

Explore

To explore is when you try doing something in a new way or do something that you have not done before. It can also be entering new territory like going to a new place or a applying a new concept. The only way to get better at something is to explore new possibilities. As a Coach part of guiding your player is to co-create what they will explore next and then watch them do it.

Relate

In the game of life there are two overarching categories of activity: relating to people and creating something that contributes to other people.



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We relate to other people in conversations so one of the key coaching activities is role playing conversations with your player. Also you can observe your player in conversations through audio and video. This is one of the most powerful Life Coaching developments that new technology has made possible.

The coaching questions are always something like: What would really good look like in this conversation? What is the experience you want to create with the other person? What would a great outcome be for both of you?

Create

All Humans are powerful creators! There are no limits to what we can create with and for each other. As a coach part of what you do is encourage your player to take risks in what they are creating. Then together you observe it and talk about what was learned in the process and co-create ways to make it better or do it better the next time. Again, there are always the questions: what would really good look like here? What would great look like? Sometimes the coach will have the vision of “great”. Sometimes the player will.

3) Coaching Intent

The intent of the coaching relationship is the player **learning, making breakthroughs in becoming and creating new results**. This is what performers deeply desire.

The desire for **new results** is the catalyst for the player seeking a coach; there is something they want to achieve or something they want to experience. RESULTS are something that we cannot control but we can influence with our growing skill, strategy, ideas and energy. Results are the beacon that focuses the coaching experience.

The **desire to learn** is another major catalyst of a coaching relationship; as a player we are drawn to the endeavor and we want to learn about it from someone who knows. Yes, we can read books (and watch videos) but there is something compelling about learning from someone and with someone who has done what we are aiming to do. It is a profound human experience of belonging. We LOVE to learn from each other.

The third intent – **breakthrough in becoming** – is a little more complex. This is something that we all desire but it is hard to explain and kind of scary. The



Greek philosopher Aristotle called it bringing forth. (In Episode #001 this was described as “The Transformation Zone”)

This is where the strong desire to play better causes you to “bring forth” some part of yourself that you have not expressed before. In some cases it is a part of you that you did not even know existed! There are Super Powers within you waiting to be unleashed. In my 20 years of coaching, I have rarely seen someone create the new results they desired without SOME kind of breakthrough of this nature. It is an experience to be revered; AND just like results it cannot be controlled – you can’t make it happen – but it can be influenced.

These three aspects of intent are how the coaching relationship emerges.

4) Coaching Foundation

The foundation of the coaching partnership is **shared purpose, permission and presence**. These are essential to ensure that the questions, suggestions etc. are experienced as the guidance of a peer rather than the direction of a superior.

It is important to know that all coaching begins **with shared purpose**; you can ONLY coach someone when you 100% want them to win.

Permission is what enables the player to be guided; to both embrace your suggestions and feedback but also to *respectfully disagree* or to use what you offered as a launching pad to something else rather than the final word.

Presence is what enables you to SEE what is really going on when you are observing your player in action. With presence you can observe what is happening, what is NOT happening and the “energy” that is moving during the experience. You can see skill, you can see perspective and you can see attitude.

5) The spectrum between Support and Challenge

When your player sets out to accomplish something BIG in their life they are going to face a lot of inner and outer obstacles. To be a great coach for someone you need to provide BOTH support AND challenge. Sometimes you need to



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listen and understand and champion them. Sometimes you need to point out a blind spot or a poor choice or challenge them to step out of their Comfort Zone into the Transformation Zone. Most players will not know what their Super Powers are. You will have to point them out and then challenge them to take the risk to express them fully. Becoming a great coach is getting to know your player and knowing which they need in any given moment.

6) The spectrum between Judgment-Free Awareness and Expertise

To guide someone on a path of becoming a better player requires a unique balance of judgment-free awareness and sharing your expertise. When you set out to do something better you are going to make a lot of mistakes and fail often. To learn fast from failure requires judgment-free awareness. Feeling judged by yourself or your coach will slow the learning process to a crawl. The first step in guiding someone on a learning curve is to allow them to just try it and see what happens. The next step is to assess where they are on the learning curve and then use your expertise to show them the next step.

A BIG thing about coaching is to AVOID the trap: “it worked for me, it will work for you”. This is a mistake most of the time because your player probably does not have the same YOUUnique Super Powers that you have. The key to great coaching is to use your expertise to help your player to figure out THEIR best way of doing something by unleashing and developing their YOUUnique Super Powers.

When you consider these two spectrums, there is a very important transformations to live into. At first, you need to find YOUR sweet spot between the extremes. This will define your coaching style which is important to know. AND as you move into mastery, it becomes less about your style and more about providing what your player needs in a given moment. It becomes about the player and not about you. If they need expertise, you give them expertise. If they need to be challenged, you challenge them.



{Look for Part 3}



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