

CHALLENGER provokes others to take action, calls forth something new

A Challenger provides supportive pressure for a Creator to bring forth something new to be learned or experienced. A Challenger might be an event, situation or person—any catalyst for learning, change and growth. Challengers have the courage to provide tough love. A Challenger sees growth opportunities and calls Creators to fulfill possibilities. Challengers often use an event to break a pattern and make way for the present and future. They use confrontation and compassion to help Creators wake up and take action. Challengers move into Coach when necessary to clarify or facilitate progress.

SEEKS OUT ...

Ways to change patterns that no longer serve the person or situation

Ways to shift limiting and stagnating beliefs/Perceptions

To make conscious that which has been unconscious

Pathways to new insights, authentic truth

Alignment/Integrity

TO MASTER THE ROLE OF CHALLENGER, YOU MUST...

Question any and all of your beliefs and judgments

Require the agreement that others step into a Creator role

Focus on the opportunities for growth embedded in events

Have a healthy relationship with authentic anger: yours and others'

Not take personally others' judgments, attacks or stories about you

Be willing to stand in the face of uncertainty, discomfort and authentic feeling states

CHALLENGER VS. VILLAIN

CHALLENGERS

provide loving pressure to create alignment

tap into authentic anger, which clarifies desires and motivates action

face what's no longer of service

accept and commit to learn from an event

facilitate action

question beliefs and thoughts

take responsibility for what's happening

VILLAINS

seek to make wrong and punish from fear

remain in thought-patterns of blame, righteousness and criticism

defend their beliefs and behaviors

believe events should have not happened

get stuck in reaction

judge actions and beliefs as right or wrong

look for others to blame

THE KEY CHALLENGE OF THE CHALLENGER is to detach from personal beliefs and judgments, which keeps him or her in a Villain role instead of a Challenger role.

KEY BELIEFS OF THE VILLAIN ROLE:

"This should not have happened."

"You are wrong."

"This should be solved now."

"Suffering should be stopped."

"You/I should know better."

"This option is better than that option."

"I must control this."

"I am right."

"Get over it."

"This is a waste of time."

The Master Skill of the Challenger: Providing Loving Pressure in the Face of Discomfort

Challengers are willing to be with their own and others' discomfort while the other shifts from Victim to Creator. These are ways to stand in the face of discomfort with presence:

Breathe and move.

Expect resistance. And, it's not personal.

Understand that fear manifests as fight, flight, freeze or faint. See these as just another expression of fear.

Open your heart enough to trust that your ability to challenge is deeply of service to the other.

Know that you are providing the container where people feel safe to get messy. Stay with it until the end.

Under-pressure beliefs that will move you back on the triangle:

"I will lose something important to me (approval, control, security) and suffer."

"I'll be judged as unkind and disrespectful."

"I doubt this mess will really be of service."

"If I were doing this better, there wouldn't be this much intensity/confusion."

CHALLENGER QUESTIONS

What are you learning from this experience?

What are some of the thoughts that are occurring?

How is this familiar?

Which of your personas are most engaged in this issue?

What is at risk if you let this go?

What's another way you could see this?

What sensations are you feeling in your body?

What authentic emotions are you feeling?

Can you make a sound that matches your current feelings about this issue?

What is this costing you?

What do you appreciate about this situation?

If this issue were resolved, what would you be doing instead?

How is this in support of your evolution?

How is this serving you?

What would support look like for you now?

How would you like it to be?

F.A.C.T. Process

Challengers use questions and the F.A.C.T. process to guide others through a process of moving through obstacles to take action.

Creator: Complain about the issue for 2 minutes. When you're ready, step into a place of 100% responsibility and get curious.

Challenger: Ask the following questions in this order.

1. What have I not yet directly faced about this issue? (If the answer is "I don't know," acknowledge your unwillingness to shift the issue. Challenger stops, and the process ends.)
2. What is the hardest thing to accept about this issue? (If the answer is "I don't know," go back to the previous question.)
3. What do you really want? What do you choose now? (If the answer is "I don't know," go back to the previous question.)
4. What is an easy measurable way you can take action to begin creating what you really want? By when? (If the answer is "I don't know," go back to the previous question.)