

When Heroes shift from seeking temporary relief to empowerment and trust, they become the Coach. They trust that life is providing learning opportunities that do not need to be controlled or resisted. Coaches know that everyone has power and ability to create. A Coach supports a Creator in taking ownership for his or her life's circumstances. Coaches facilitate, guide and encourage, while leaving the power with the person creating. A Coach is focused on present learning and future creation. Coaches let other people own their outcomes. When needed, a Coach can consciously shift into the role of a constructive Challenger.

SEEKS OUT ...

- Personal empowerment
- Learning opportunities
- People who see themselves as Creators
- Clarifying questions
- New creative pathways
- Lessons that might not be clear to others
- New ways of seeing things

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

- Fully engage in your own life as a Creator
- See others as creators of their own lives
- Drop the story that others are in need of fixing
- See others as whole, resourceful and creative
- Appreciate the value of pain and suffering

COACH VS. HERO

COACHES

- consider themselves equal
- facilitate self-empowerment
- see situations as opportunities to learn
- support a new and unknown story
- ask questions and listen deeply
- create in the present
- support others in claiming 100% responsibility
- create satisfying, sustainable results

HEROES

- see the other as less than
- collude with dependency stories
- see situations as problems to be solved
- enable repeating drama patterns
- tell others what they should do
- re-live the past and control the future
- take responsibility for others' situations
- create temporary, unsatisfying fixes

THE KEY CHALLENGE OF THE COACH is to listen without a filter. A filter is a certain attitude or bias the listener takes on that inhibits his or her ability to be present with the authentic experience of the speaker.

FILTERS THAT LEAD TO A HERO ROLE:

Fixing

Listen while attempting to fix their problem for them, respond only with solutions.

Diagnosing

Analyze the circumstances, offer your hypothesis and ask questions to clarify your theories.

Correcting

Listen for where the person is incorrect, and respond with corrections, improvements and/or criticism.

Avoiding Conflict

Listen while spacing out—respond with frozen smiles and nods.

Knowing

Listen with the words "I know that already," running through your mind.

Efforting

Listen while trying really hard to listen and then ask a lot of questions.

Self-referencing

Listen to hear how what they're saying relates to you. Respond by likening what they're saying to something in your own life.

Defending

Listen for how the person has misperceived you and your feedback, advice or help. Respond with reframing for them.

The Master Skill of the Coach: Listening from Presence

Coaches are connected to all three centers: the head, heart and gut. This invites others to create from all three centers. As you ask the coach questions listed here, keep these three centers in mind.

HEAD

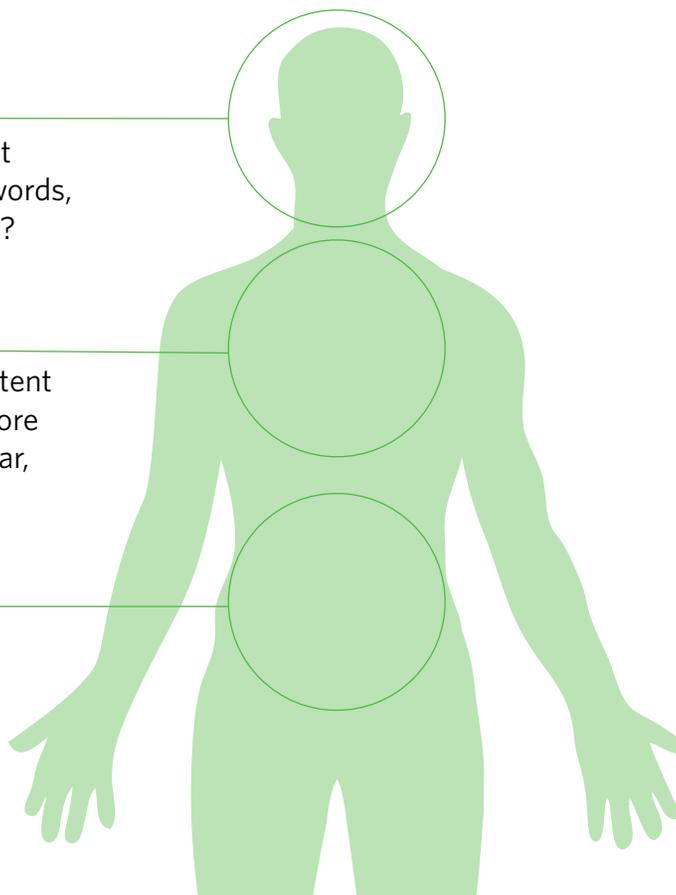
What is the mental content within the message—the words, thoughts, ideas and beliefs?

HEART

What is the emotional content and expression—the five core emotions of anger, grief, fear, joy and sexual feelings?

GUT

What is the base desire behind the content—what is wanted, longed for or needed?



COACH 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?