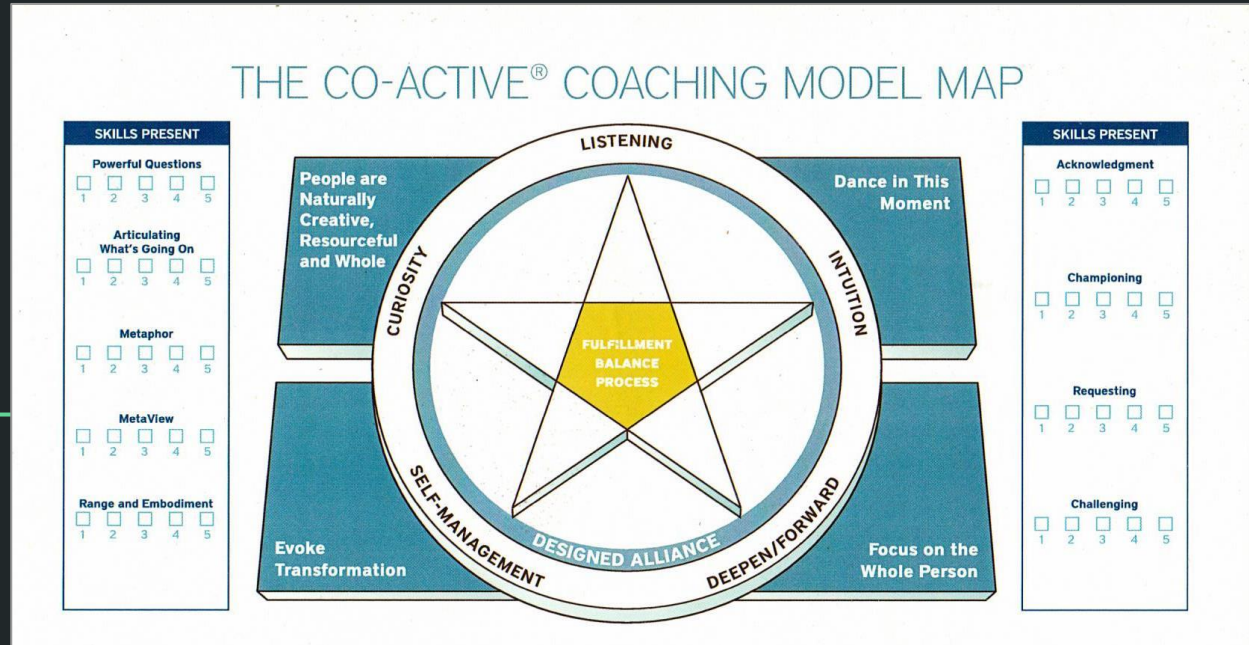


Interactive Co-Active Coaching Model

Skills training
simulator and
resource



vine Passage Structure

Story Overview

The story is a training scenario that I could imagine doing in an experiential learning environment; the participants are given the skills training context, their roles in the scenario, a case example and some background information, but adapted to what I can do with Twine. Potentially, there can be many different scenarios. The game begins in the coach's office. Players cycle through "client notes", passage options, to choose what scenario they will play. The client notes have bio information and details about the coaching relationship history, which sets up each possible story scenario, as the coaching session. As the coaching session progresses, the coach has internal dialogue and external dialogue they can choose from which progresses the story. These choices have aspects of the Co-Active coaching model which they are associated with, and the player is awarded points based on this. The direction of the coaching session and what story paths are available, is also influenced by these points. At the end of the session the player is given a score on how masterful was their ability to coach using the Co-Active model.

Project Description

My goal was to create a game-like interaction that trains players on Co-Active coaching techniques by providing both an instructional tool and an experiential exploration of meaningful choice in the coaching context. The interactive manual is accessible through the Twine/SugarCube side menu and allows players to access it whenever they might want to study the Co-Active model through reading, rather than playing the game.

I was drawn to the conceptual parallels I observe between the inherent nature of dialogue and choice that happens in a coaching engagement (from the coach's perspective e.g. Choosing what skills to use in response to the client), how I, as a supervisor evaluate the application of skills based on observing a coaching engagement in order to raise the student's awareness of their coaching impact and proficiency in the Co-Active model

- and -

how this might be translated through Twine's ability to share text, interactive dialogue and using the point tracking system that can be created using SugarCube programming variables.

What worked

The process of breaking down every aspect of the Co-Active model into a cohesive digital interaction was a personal goal for me since before I began my DF studies; probably since I first started training in the Co-Active model which is 10 years now. This is a passion project and the most major part of it, mapping the model as an interactive manual, is complete. I felt that there was meaning in the act of writing it all out, and having to think through the whole point system in relation to how I evaluate as a supervisor.

I think coaching skills are transferable in many different contexts and I think this could be a training tool for anyone wanting to learn skills to support their relationships. The game gives students a fun way to engage their learning and practice their skills while getting a certain degree of feedback through the point system.

I think this will benefit me being hired as a trainer, increasing the various offerings that give me an edge and set me apart.

What didn't work

Saving to my local drive browser cache was a huge problem for me with Twine and resulted in work loss which had me switch my project focus slightly; after writing out a similar scenario thread twice and losing it, I needed a break from trying to duplicate previous work, and that's when I put more work into the interactive manual. I also began to work directly on a google doc and copy paste to Twine because I was so afraid of a crash.

Writing out the scenarios that focus on a specific aspect of the model takes a lot of time and thoughtful design. I want to finish a full scenario simulation using each Co-Active coaching principle as a gateway, which wasn't the way I was going to contextualize the scenarios when I first started designing this game, but makes sense because that's the approach if you were using the model to work with a client; start with principles.

The point system process is taking so much longer than I expected, There's so much I need to think about when designing this. When supervising on a 20 min coaching sample, I easily take a minimum of an hour giving feedback, but I never thought about how long that process would take when designing it as a game interaction and writing out a training scenario exercise. My coding was off for cycles and implementing points for cycled choices and I need to work this out.

After mapping the model completely I re-examined how I had created the point system and I while it works as a basic counter for each skill, I would like something more complex that properly reflects the interconnected links between the skills and the contexts they are associated with. The final results tally needs to have the logic and coding for that worked out better.

Going forward

I made this game wanting to have a mechanism that evaluates the coaching from a supervisor position. Once I got the basic understanding how I can use the point system lines of code, the more I thought of ways I could play with it, that might not be feedback from a supervisor position. I want to layer in more aspects of the interaction that can be scored (eg. Client's fulfillment with the session) to reflect the impact of coaching choices on the client in a way that within the game narrative itself, the player is not getting that feedback explicitly from the text or dialogue.

I feel comfortable sharing this material with students in the program that I work with but because of possible copyright issues if I distributed it publicly, I would check first with CTI.

It was convenient to have materials I am so familiar with (and it was a personal goal and I've created useful resource for my business) to lay out a tangible and interactive coaching methodology infrastructure, skill tree, thing. Going forward I could see myself adapting this to reflect my own coaching methods, not so closely tied to a corporate entity.

I feel the aesthetic and the story content could go in a lot of directions, not just literally held within a coaching scenario, because the skills are transferable and the interaction is more about the expectations and skills associated with roles, and the dynamic between the people.

Project Links

twine project script_game engines:

<https://docs.google.com/document/d/1XCwF8WGTYcOXynuFNrB2LJ-bv9priOpZICuNzbS-pO0/edit?usp=sharing>

Twine game and project files:

<https://github.com/Leanna-B/storyEngineProject>