Coaching 101

# Coaches Manual

Core Values Foundations for Recovery Coaches

Core Values Recovery

Professional Development Series

# Table of Contents

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# Day 1

## Schedule

# DAY 1 SCHEDULE: FOUNDATIONS & IDENTITY

## Who Am I As A Coach?

**Theme:** Understanding coaching, role clarity, foundational frameworks, and skills

**Total Training Time:** 8 hours 30 minutes

**Day Start:** 9:00 AM

**Day End:** 5:30 PM

## MORNING SESSIONS (9:00 AM - 12:15 PM)

| Start Time | End Time | Duration | Session | Topic |

|------------|----------|----------|---------|-------|

| 9:00 AM | 10:30 AM | 90 min | **Session 1** | Welcome & Foundations |

| 10:30 AM | 10:45 AM | 15 min | **☕ BREAK** | Mid-Morning Break |

| 10:45 AM | 12:15 PM | 90 min | **Session 2** | What is Recovery Coaching? |

**Morning Subtotal:** 3 hours

## LUNCH BREAK (12:15 PM - 1:15 PM)

| Start Time | End Time | Duration | Session | Topic |

|------------|----------|----------|---------|-------|

| 12:15 PM | 1:15 PM | 60 min | **🍽️ LUNCH** | Meal Break |

## AFTERNOON SESSIONS (1:15 PM - 5:45 PM)

| Start Time | End Time | Duration | Session | Topic |

|------------|----------|----------|---------|-------|

| 1:15 PM | 2:15 PM | 60 min | **Session 3** | Three Stages of Recovery |

| 2:15 PM | 2:30 PM | 15 min | **☕ BREAK** | Afternoon Break |

| 2:30 PM | 4:00 PM | 90 min | **Session 4** | The GROW Model |

| 4:00 PM | 4:15 PM | 15 min | **☕ BREAK** | Afternoon Break #2 |

| 4:15 PM | 5:45 PM | 90 min | **Session 5** | Mirror vs. Mentor |

**Note:** Active Listening Deep Dive and Powerful Questions sessions moved to Day 2 morning to accommodate the Three Stages of Recovery framework.

**Afternoon Subtotal:** 4 hours 30 minutes training

## SESSION DETAILS

### Session 1: Welcome & Foundations (90 minutes)

* Opening circle and personal introductions
* My recovery story (notes and reflection)
* Why I'm called to coaching
* Values cards activity
* Key connections with fellow participants
* Training overview and expectations

### Session 2: What is Recovery Coaching? (90 minutes)

* Coaching vs. other helping roles
* Sponsor, therapist, case manager distinctions
* \*\*Recovery pathways: 12-step, SMART Recovery, faith-based, medication-assisted, harm reduction\*\*
* \*\*Coaching is pathway-neutral: clients recover how THEY recover, not how you recovered\*\*
* \*\*Distinguishing coaching from AA sponsorship\*\*
* Coach identity: Guide not guru
* Scripts & blocks exercise
* My coaching identity reflection
* What excites and concerns me about coaching

### Session 3: Three Stages of Recovery (60 minutes)

* \*\*Landing/Acceptance:\*\* Coming to terms with reality, accepting help, establishing safety
* \*\*Stabilization:\*\* Building consistency, developing new patterns, rebuilding trust
* \*\*Optimization:\*\* Emotional stability, integration with life, leadership and meaning
* Understanding where clients are in their recovery journey
* 🪞 \*\*Mirror:\*\* Reflecting stages without diagnosing
* 🧭 \*\*Compass:\*\* Recognizing signals of progress and relapse
* 🗼 \*\*Lighthouse:\*\* Holding hope for next stage
* How coaches meet clients where they are
* Normalizing the recovery process
* Worksheet: Identifying stage indicators

### Session 4: The GROW Model (90 minutes)

* Understanding the GROW framework
* G - Goal: What does the person want?
* R - Reality: What's happening now?
* O - Options: What possibilities exist?
* W - Will: What will they actually do?
* How GROW integrates with the Three Stages framework
* GROW practice worksheet with partner

### Session 5: Mirror vs. Mentor (90 minutes)

* Mirror: Reflecting without interpretation
* Mentor: Sharing experience appropriately
* When to mirror vs. when to mentor
* Dangers of over-mentoring
* Practice exercises
* Self-disclosure guidelines

### Session 6: Active Listening Deep Dive (90 minutes)

*Moved to Day 2 morning*

* Levels of listening
* Listening with full presence
* What gets in the way of listening
* Practice exercises with feedback
* My listening strengths and growth areas

### Session 7: Powerful Questions (60 minutes)

*Moved to Day 2 morning*

* Open vs. closed questions
* Questions that create awareness
* Questions that assume vs. explore
* Avoiding "why" questions
* Practice powerful question generation

## DAILY SUMMARY

| Category | Time |

|----------|------|

| **Total Session Time** | 7.5 hours |

| **Total Break Time** | 1 hour 30 min |

| **Total Day Length** | 9 hours |

| **Day Start** | 9:00 AM |

| **Day End** | 5:45 PM (with 15 min buffer to 6:00 PM) |

| **Lunch** | 60 minutes |

| **Coffee Breaks** | 3 × 15 min = 45 minutes |

| **Micro-Breaks** | 0 (none scheduled) |

## KEY LEARNING OBJECTIVES

By the end of Day 1, participants will be able to:

1. ✅ Articulate Core Values Recovery's coaching philosophy
2. ✅ Distinguish coaching from other helping roles (therapy, sponsorship, case management)
3. ✅ Explain multiple recovery pathways and maintain pathway-neutral stance
4. ✅ \*\*Identify the three stages of recovery: Landing, Stabilization, Optimization\*\*
5. ✅ \*\*Recognize indicators of each recovery stage\*\*
6. ✅ Apply the GROW coaching framework
7. ✅ Use mirror vs. mentor appropriately
8. ✅ Identify personal coaching strengths and growth areas

## FACILITATOR NOTES

**Energy Management:**

* Morning: High energy for foundational concepts
* Afternoon: Active practice maintains engagement
* Frequent breaks prevent fatigue during long sessions

**Pedagogical Flow:**

* Morning: WHO am I as a coach? WHAT is coaching?
* Afternoon: HOW do I coach? (frameworks and skills)

**Critical Moments:**

* \*\*Session 1 (Opening):\*\* Set psychological safety and container
* \*\*Session 2 (Role Clarity):\*\* Distinguish coaching from sponsorship - critical differentiation
* \*\*Session 3 (Three Stages):\*\* Foundation for understanding recovery journey - builds Core Values language
* \*\*Session 4 (GROW):\*\* First structured framework - needs solid practice
* \*\*Session 5 (Mirror vs. Mentor):\*\* Critical coaching stance - ties to Guide not Guru philosophy

**Materials Needed:**

* Values cards (physical or digital)
* Role distinction handouts
* \*\*Recovery pathways overview handout\*\*
* \*\*Three Stages of Recovery framework handout (Landing/Stabilization/Optimization)\*\*
* \*\*Stage indicators worksheet\*\*
* GROW model worksheets
* Mirror vs. mentor practice scenarios
* Name tags and markers
* Flip charts for exercises

**Time Management Notes:**

* Day 1 has 5 core sessions totaling 7.5 hours of content
* Active Listening and Powerful Questions moved to Day 2 morning
* Day ends at 5:45 PM to accommodate Three Stages of Recovery session
* This schedule assumes expansion to 30-hour program (CCAR-compatible)
* Sessions 6-7 will be scheduled for Day 2 opening

**Version:** Current as of January 2025

**Next Day:** [Day 2 Schedule - Skills & Structures](Day2\_Schedule.md)

## Session 1.1: Day 1 Content

Duration: 420 minutes

(No content available for this session)

# Day 2

## Schedule

# DAY 2 SCHEDULE: SKILLS & STRUCTURES

## What Do Coaches Do?

**Theme:** Ethics, boundaries, recovery capital, and practical application

**Total Training Time:** 8 hours

**Day Start:** 9:00 AM

**Day End:** 5:00 PM

## MORNING SESSIONS (9:00 AM - 12:00 PM)

| Start Time | End Time | Duration | Session | Topic |

|------------|----------|----------|---------|-------|

| 9:00 AM | 10:00 AM | 60 min | **Session 1** | Ethics & Boundaries Foundations |

| 10:00 AM | 10:15 AM | 15 min | **☕ BREAK** | Mid-Morning Break |

| 10:15 AM | 11:45 AM | 90 min | **Session 2** | The ETHICS Framework |

| 11:45 AM | 12:00 PM | 15 min | **☕ BREAK** | Pre-Lunch Break |

**Morning Subtotal:** 2 hours 30 minutes

## LUNCH BREAK (12:00 PM - 1:00 PM)

| Start Time | End Time | Duration | Session | Topic |

|------------|----------|----------|---------|-------|

| 12:00 PM | 1:00 PM | 60 min | **🍽️ LUNCH** | Meal Break |

## AFTERNOON SESSIONS (1:00 PM - 5:00 PM)

| Start Time | End Time | Duration | Session | Topic |

|------------|----------|----------|---------|-------|

| 1:00 PM | 4:00 PM | 180 min | **Sessions 3 & 4** | Ethics & Boundaries Lab (Combined) |

| *~2:30 PM* | *~2:35 PM* | *5 min* | *Micro-Break* | *(built into Lab)* |

| 4:00 PM | 4:15 PM | 15 min | **☕ BREAK** | Afternoon Break |

| 4:15 PM | 5:45 PM | 90 min | **Session 5** | Recovery Capital & Coaching |

Note: Session 5 extends to 5:45 PM for full 90 minutes, OR can be compressed to 60 minutes to end at 5:15 PM.

**Adjusted Schedule for 5:00 PM End:**

| Start Time | End Time | Duration | Session | Topic |

|------------|----------|----------|---------|-------|

| 1:00 PM | 4:00 PM | 180 min | **Sessions 3 & 4** | Ethics & Boundaries Lab |

| 4:00 PM | 5:00 PM | 60 min | **Session 5** | Recovery Capital & Coaching (compressed) |

**OR with Session 6 included:**

| Start Time | End Time | Duration | Session | Topic |

|------------|----------|----------|---------|-------|

| 1:00 PM | 3:30 PM | 150 min | **Sessions 3 & 4** | Ethics & Boundaries Lab (compressed) |

| 3:30 PM | 3:45 PM | 15 min | **☕ BREAK** | Afternoon Break |

| 3:45 PM | 4:45 PM | 60 min | **Session 5** | Recovery Capital & Coaching (compressed) |

| 4:45 PM | 5:45 PM | 60 min | **Session 6** | Action Planning & Accountability |

**Afternoon Subtotal:** 4 hours

## SESSION DETAILS

### Session 1: Ethics & Boundaries Foundations (60 minutes)

* Core ethical principles in coaching
* Autonomy: The person's right to make their own choices
* Beneficence: Acting in the person's best interest
* Non-maleficence: Do no harm
* Justice: Fairness and non-discrimination
* Fidelity: Trustworthiness and honoring commitments
* Professional vs. personal boundaries
* Boundaries I'm unsure about

### Session 2: The ETHICS Framework (90 minutes)

* E - Examine the situation (facts, people involved)
* T - Think about principles (which apply, conflicts)
* H - Hear multiple perspectives (supervisor, client)
* I - Identify options (actions, consequences)
* C - Consult and collaborate (policies, consultation)
* S - Select and act (choose, document reasoning)
* ETHICS practice worksheet with scenarios

### Sessions 3 & 4: Ethics & Boundaries Lab (180 minutes)

**Six ethical scenarios with ETHICS framework application:**

1. \*\*Scenario 1: Dual Relationships\*\* (30 min)

* Small group analysis
* ETHICS framework application
* Group sharing and insights

1. \*\*Scenario 2: Confidentiality\*\* (30 min)

* Initial reactions and analysis
* Multiple perspectives exploration
* Decision-making practice

1. \*\*Scenario 3: Scope of Practice\*\* (30 min)

* Role boundary navigation
* When to refer
* Documentation practice

*5-minute stretch break*

1. \*\*Scenario 4: Personal Triggers\*\* (30 min)

* Self-awareness and management
* Supervision and support
* Staying in coaching role

1. \*\*Scenario 5: Cultural Sensitivity\*\* (30 min)

* Cultural humility practice
* Avoiding assumptions
* Adaptation and respect

1. \*\*Scenario 6: Self-Disclosure\*\* (30 min)

* When and how to share personal experience
* Keeping focus on client
* My personal ethical guidelines

### Session 5: Recovery Capital & Coaching (90 minutes)

*Note: May be compressed to 60 minutes depending on schedule*

* What is recovery capital?
* Four types of capital: Social, Physical, Human, Cultural
* Assessing recovery capital with clients
* Building recovery capital through coaching
* Strengths-based approach
* Practice exercises

### Session 6: Action Planning & Accountability (60 minutes)

*Note: May be scheduled for Day 3 or omitted if time constrained*

* Moving from insight to action
* SMART goals review
* Accountability vs. shame
* Following up on commitments
* Practice with partner
* What I learned about action planning

## DAILY SUMMARY

| Category | Time |

|----------|------|

| **Total Session Time** | 6-7 hours |

| **Total Break Time** | 1 hour 30 min - 1 hour 50 min |

| **Total Day Length** | 8 hours |

| **Lunch** | 60 minutes |

| **Coffee Breaks** | 3-4 × 15 min = 45-60 minutes |

| **Micro-Breaks** | 1 × 5 min (built into Lab) |

## KEY LEARNING OBJECTIVES

By the end of Day 2, participants will be able to:

1. ✅ Articulate core ethical principles in recovery coaching
2. ✅ Apply the ETHICS framework to ethical gray areas
3. ✅ Navigate boundaries with confidence
4. ✅ Work through complex ethical scenarios systematically
5. ✅ Identify and manage dual relationships
6. ✅ Understand recovery capital and its role in coaching
7. ✅ Support clients in building all four types of capital
8. ✅ Create effective action plans with accountability

## FACILITATOR NOTES

**Energy Management:**

* Morning: Foundational concepts (ethics, ETHICS framework)
* Afternoon: High-engagement lab work (3 hours of scenario practice)
* Late afternoon: Applied content (recovery capital) or early end

**Pedagogical Flow:**

* Morning: WHAT are ethics? HOW do I make ethical decisions?
* Afternoon: PRACTICE ethical decision-making extensively
* Optional: WHY recovery capital matters (Session 5)

**Critical Moments:**

* \*\*Session 2 (ETHICS Framework):\*\* Solid foundation needed for lab work
* \*\*Sessions 3-4 (Lab):\*\* Most valuable learning happens here - protect this time
* \*\*Mid-Lab Break:\*\* Essential at 2:30 PM for energy and processing
* \*\*Session 5:\*\* May be compressed or moved based on cohort energy

**Materials Needed:**

* ETHICS framework handouts
* Six ethics scenario cards (detailed)
* Small group worksheets
* Recovery capital assessment tools
* SMART goals worksheets
* Action planning templates
* Flip charts for scenario debriefs

**Ethics Lab Management:**

* \*\*Small groups of 3-4\*\* for scenario analysis
* \*\*15 minutes:\*\* Individual reflection and ETHICS analysis
* \*\*10 minutes:\*\* Small group discussion
* \*\*5 minutes:\*\* Large group sharing of insights
* \*\*Rotate through all 6 scenarios\*\* with 5-minute break at midpoint
* \*\*Psychological safety is key\*\* - normalize different perspectives

**Timing Flexibility:**

* \*\*Lab (Sessions 3-4)\*\* is core Day 2 content - protect 180 minutes
* \*\*Session 5\*\* can be compressed to 60 minutes if needed
* \*\*Session 6\*\* can move to Day 3 opening if schedule is tight
* Confirm schedule with training coordinator based on cohort needs

**Version:** Current as of January 2025

**Previous Day:** [Day 1 Schedule - Foundations & Identity](Day1\_Schedule.md)

**Next Day:** [Day 3 Schedule - Practice & Integration](Day3\_Schedule.md)

## Session 2.1: Day 2 Content

Duration: 420 minutes

(No content available for this session)

# Day 3

## Schedule

# DAY 3 SCHEDULE: PRACTICE & INTEGRATION

## How Do I Coach Well?

**Theme:** Live coaching practice, integration, and next steps

**Total Training Time:** 7 hours 30 minutes

**Day Start:** 9:00 AM

**Day End:** 4:30 PM

## MORNING SESSIONS (9:00 AM - 12:30 PM)

| Start Time | End Time | Duration | Session | Topic |

|------------|----------|----------|---------|-------|

| 9:00 AM | 10:30 AM | 90 min | **Session 1** | Coaching Conversation Structure |

| 10:30 AM | 10:45 AM | 15 min | **☕ BREAK** | Mid-Morning Break |

| 10:45 AM | 11:15 AM | 30 min | **Session 2** | Coaching Triads Preparation |

| 11:15 AM | 12:00 PM | 45 min | **Session 3** | Coaching Triads Practice - Round 1 |

| 12:00 PM | 12:30 PM | 30 min | Session 3 continues (Round 1 debrief) |

Note: Coaching Triads Practice (Session 3) is 180 minutes total (3 rounds of 60 minutes each). Schedule spans morning and afternoon.

**Morning Subtotal:** 2 hours 45 minutes

## LUNCH BREAK (12:30 PM - 1:30 PM)

| Start Time | End Time | Duration | Session | Topic |

|------------|----------|----------|---------|-------|

| 12:30 PM | 1:30 PM | 60 min | **🍽️ LUNCH** | Extended Meal Break (mid-practice processing) |

## AFTERNOON SESSIONS (1:30 PM - 4:30 PM)

| Start Time | End Time | Duration | Session | Topic |

|------------|----------|----------|---------|-------|

| 1:30 PM | 3:30 PM | 120 min | **Session 3** | Coaching Triads Practice - Rounds 2 & 3 (continued) |

| 3:30 PM | 3:45 PM | 15 min | **☕ BREAK** | Afternoon Break |

| 3:45 PM | 5:15 PM | 90 min | **Session 4** | Integration & Next Steps |

Note: Session 4 extends to 5:15 PM for full 90 minutes, OR can be compressed to 60 minutes to end at 4:45 PM.

**Adjusted Schedule for 4:30 PM End:**

| Start Time | End Time | Duration | Session | Topic |

|------------|----------|----------|---------|-------|

| 1:30 PM | 3:00 PM | 90 min | **Session 3** | Coaching Triads Practice - Rounds 2 & 3 (compressed) |

| 3:00 PM | 3:15 PM | 15 min | **☕ BREAK** | Afternoon Break |

| 3:15 PM | 4:15 PM | 60 min | **Session 4** | Integration & Next Steps (compressed) |

| 4:15 PM | 5:15 PM | 60 min | **Session 5** | Closing Circle & Commitments |

**OR alternative ending at 4:30 PM:**

| Start Time | End Time | Duration | Session | Topic |

|------------|----------|----------|---------|-------|

| 1:30 PM | 3:00 PM | 90 min | **Session 3** | Coaching Triads Practice - Rounds 2 & 3 |

| 3:00 PM | 3:15 PM | 15 min | **☕ BREAK** | Afternoon Break |

| 3:15 PM | 4:30 PM | 75 min | **Sessions 4 & 5** | Integration & Closing (combined) |

**Afternoon Subtotal:** 3 hours

## SESSION DETAILS

### Session 1: Coaching Conversation Structure (90 minutes)

* The coaching conversation arc
* Opening (5 min): Establish presence, set agenda
* Exploration (15 min): Use GROW model, ask powerful questions
* Deepening (10 min): Connect to values, explore options
* Commitment (5 min): Clarify action steps, establish accountability
* My conversation template development
* Opening, transition, and closing phrases

### Session 2: Coaching Triads Preparation (30 minutes)

* Roles in the triad explained
* \*\*Coach:\*\* Practice full coaching conversation, use GROW model
* \*\*Client:\*\* Bring a real topic (not too heavy), be honest about experience
* \*\*Observer:\*\* Track coach's skills, notice what works, provide supportive feedback
* My focus as each role
* Topic selection if I'm client
* What I'll watch for as observer

### Session 3: Coaching Triads Practice (180 minutes)

**Three rounds of 60 minutes each:**

**Round 1 (60 min):**

* 30 minutes: Live coaching conversation (coach + client)
* 10 minutes: Client feedback to coach
* 10 minutes: Observer feedback to coach
* 10 minutes: Coach self-reflection and integration
* Roles rotate

**Round 2 (60 min):**

* Same structure as Round 1
* New coach, client, and observer roles
* Opportunity to apply feedback from Round 1

**Round 3 (60 min):**

* Same structure as Rounds 1-2
* Final rotation ensures everyone plays all three roles
* Cumulative learning integration

**Triad Format:**

* Groups of 3 participants
* Everyone experiences all three roles
* Real topics (not role-play scenarios)
* Psychological safety emphasized
* Supportive, constructive feedback culture

### Session 4: Integration & Next Steps (90 minutes)

*May be compressed to 60 minutes*

* Key insights from three days
* What surprised me most
* What I'm most confident about now
* What I still need to practice
* State certification pathways (Utah, Ohio, Texas)
* Next steps: 40-hour CPSS/PRS programs
* Ongoing learning and supervision
* Professional development planning

### Session 5: Closing Circle & Commitments (60 minutes)

* Circle sharing: Biggest takeaway from the training
* Personal commitments to coaching practice
* How I'll continue learning
* Community connections and support
* Certificate presentation
* Closing ceremony and celebration

## DAILY SUMMARY

| Category | Time |

|----------|------|

| **Total Session Time** | 6-7 hours |

| **Total Break Time** | 1 hour 30 min |

| **Total Day Length** | 7 hours 30 min - 8 hours 30 min |

| **Lunch** | 60 minutes |

| **Coffee Breaks** | 2 × 15 min = 30 minutes |

| **Micro-Breaks** | 0 (none scheduled) |

## KEY LEARNING OBJECTIVES

By the end of Day 3, participants will be able to:

1. ✅ Structure a complete coaching conversation
2. ✅ Facilitate coaching conversations using GROW model
3. ✅ Practice coaching with real clients in triad format
4. ✅ Provide and receive constructive feedback
5. ✅ Demonstrate coaching presence and core skills
6. ✅ Identify personal coaching strengths and growth areas
7. ✅ Articulate next steps for professional development
8. ✅ Navigate state certification pathways

## FACILITATOR NOTES

**Energy Management:**

* Morning: High intensity (live coaching practice)
* Post-lunch: Continued practice with integration
* Late afternoon: Processing, celebration, and closure

**Pedagogical Flow:**

* Morning: PREPARE for practice + BEGIN practice
* Afternoon: COMPLETE practice + INTEGRATE learning
* Closing: CELEBRATE growth + COMMIT to next steps

**Critical Moments:**

* \*\*Session 1 (Conversation Structure):\*\* Solid framework needed for triads
* \*\*Session 2 (Preparation):\*\* Set clear expectations and psychological safety
* \*\*Extended Lunch:\*\* 60 minutes intentional for emotional processing mid-practice
* \*\*Session 3 (Triads):\*\* Most valuable experience of entire training - protect this time
* \*\*Sessions 4-5 (Closing):\*\* Honor vulnerability and growth, end with hope

**Materials Needed:**

* Coaching conversation structure handouts
* Triad role cards and instructions
* Observer feedback rubrics
* Reflection worksheets
* State certification pathway handouts
* Professional development planning templates
* Certificates of Completion
* Group photo setup
* Celebration refreshments (optional)

**Coaching Triads Management:**

* \*\*Assign triads in advance\*\* (Session 2) to reduce anxiety
* \*\*Set clear time boundaries\*\* for each role (30-10-10-10 format)
* \*\*Monitor for overwhelm\*\* - facilitator watches all triads
* \*\*Debrief immediately\*\* after each round (10 min minimum)
* \*\*Balance challenge and support\*\* - psychological safety is key
* \*\*Stop if needed\*\* - prioritize well-being over "finishing"
* \*\*Normalize vulnerability\*\* - coaching is hard and everyone is learning

**Feedback Culture:**

* \*\*Strengths-based first\*\* - what worked well
* \*\*Growth-oriented\*\* - one area to develop
* \*\*Specific examples\*\* - not generalizations
* \*\*Kind and honest\*\* - supportive truth-telling
* \*\*Coach receives last\*\* - space to integrate others' perspectives

**Closing Ceremony Best Practices:**

* \*\*Honor vulnerability:\*\* Participants took emotional risks
* \*\*Acknowledge growth:\*\* Name shifts observed over 3 days
* \*\*Celebrate community:\*\* The cohort bond is powerful
* \*\*Provide clear next steps:\*\* Certification pathways and continuing education
* \*\*Leave space for silence:\*\* Not everyone will share, and that's okay
* \*\*End on hope:\*\* Recovery coaching is hard and sacred work

## DAY 3 UNIQUE FEATURES

**Why Day 3 is the most intense:**

* Live coaching practice with real topics
* All participants coach, are coached, and observe
* Emotional vulnerability and growth
* Integration of all skills from Days 1-2
* Requires highest psychological safety

**Why extended lunch:**

* Coaching triads are emotionally demanding
* Participants need processing time mid-practice
* 60-minute lunch allows for emotional integration

**Why earlier end:**

* Recognizes emotional exhaustion from practice
* Allows participants to leave with energy, not depletion
* Honors the intensity of live coaching work

**Why closing ceremony is essential:**

* 60-90 minutes for integration + celebration
* 3-day journey deserves meaningful closure
* Certificate presentation + community acknowledgment
* Sends participants out with clarity, connection, and confidence

## EMOTIONAL SUPPORT RESOURCES

**For Participants:**

* Facilitator available for private check-ins during breaks
* Peer support encouraged
* Reminder: Topics should be "real but not too heavy"
* Referral list available if deeper support needed
* Self-care emphasized throughout

**For Facilitators:**

* Co-facilitator support during triads
* Monitor all groups for safety
* Emergency contact procedures ready
* Post-training facilitator debrief scheduled

**Version:** Current as of January 2025

**Previous Day:** [Day 2 Schedule - Skills & Structures](Day2\_Schedule.md)

**Training Overview:** [3-Day Training Summary](Training\_Overview.md)

## Session 3.1: Day 3 Content

Duration: 420 minutes

(No content available for this session)