

## READING #02: THE CORNERSTONES

The four Cornerstones offer a strong foundation. We interact with our clients based on the assumption that the client wants more: more aliveness, more Fulfillment, more Balance, to be more fully in their life. It is important that we stay committed to this as time goes on; that we stay resourceful, creative and unattached, continuing to be willing to operate outside our comfort zone and risk upsetting the status quo of the coaching by telling the hard truth or intruding.

### People are Naturally Creative, Resourceful and Whole


This means everyone. All people. Now there are times when people do not have full access to their own natural creativity, resourcefulness, or wholeness, and at their core, they continue to be naturally creative resourceful and whole. It's our job as coaches to interact with our clients as the fully alive, naturally creative resourceful and whole human being that they are.

Often, coaches are clear in the belief that their clients are naturally creative, resourceful and whole; yet in the coaching, they're not holding their clients that way. This can be quite subtle: for example, working to solve a client's problem, asking leading questions to help your client see the solution you envision to their situation, offering suggestions to fix a challenge confronting your client, or doing your best to help your client feel better about something that has hurt them. All of these interactions actually are ways of holding your client as less than completely naturally creative, resourceful and whole. It is the coach's role to fiercely hold the client as naturally creative resourceful and whole, even when the client is scared or unable or unwilling to see themselves in this way. Truly holding the client naturally creative, resourceful and whole can be paradoxical at times...the coach lets go of problem-solving or being 'nice' in favor of telling the hard truth or witnessing a client who is in pain. All of this is in service of the client continuing to develop into their most magnificent self.

In order to do this, we as coaches need to hold ourselves as naturally creative, resourceful and whole. In our on-going relationship with our clients, it's important that we remain curious, resourceful and committed to our clients' aliveness. We must be willing to coach outside OUR comfort zone and be willing to "do" or "be" whatever it takes to forward the action or deepen the learning for our client. While this may appear obvious at first glance, it is very challenging to keep this level of rigor in our coaching over time. We can become complacent, discouraged, or disillusioned. We don't want to make waves or rock the boat with our clients. We don't want to risk offending our clients, or being disliked, in short the very same things that keep our clients from playing full out in their lives.

### Dance in This Moment

Dancing in this moment is about the coach's agility and the coach being completely present. Present to notice what is going on in each moment, agile, flexible, nimble to move as needed. It is about the paradox of surrendering while holding authority. About following what is happening, yet responding to what is needed in this moment. Always staying committed to transformation. Dancing in this moment calls the coach into deep connection with Level 3 Listening, continuing to discover what is present, what is needed, what is called for in each moment. When we are dancing in this moment, we are on a journey, with no specific destination, only the intention of transformation. Dancing in this moment is all about the



journey and creating from whatever is present, whatever is coming. It's about developing the ability to respond, rather than react. About expanding consciousness and evolving as human beings.

### Focus on the Whole Person

This Cornerstone is about the whole person, the human being, rather than the roles or circumstances that we often use to describe ourselves. When we coach the whole person, we include all aspects: emotions, mind, body and spirit. Focusing on the whole person helps to distinguish the person from their circumstances and allows the coaching to create a bigger picture of what is possible as the person's whole experience is included in the coaching.

As a coach, it's easy to get pulled into the circumstances of what the client wants. Focus on the Whole Person keeps our attention on the human being, not the circumstances, and also requires us to trust that when our attention is on the human being, the circumstances of their life do change.

### Evoke Transformation

Everything that a Co-Active® Coach is and does is consciously geared to the client's transformation. The Cornerstone of Evoke Transformation points the coaching away from Saboteur conversations and limiting self-talk, and calls the coach's attention to the authentic and magnificent human being that is the client. By holding the Cornerstone of evoking transformation, the coach creates a space for the client where resonance and creativity can flourish.

By coaching the client from the stance of the four Cornerstones, the coach insists that the client be present with the part of themselves that is growing, striving, learning, and reaching for what's next. The paradox here is that there is no place to reach — this is a lifelong journey, a lifelong process of discovery, learning and love.