

## Module #05/Week #09/Pod Call #05: Integration of the Principle of Process

Upon completion of this module, participants will be able to:

- Recognize when the client is not being with their own life/own experience.
- Coach a client to be with the experience of their emotions vs. talking about or dismissing the experience.
- Confidently explore the unknown with their clients.

Time	Activity	Notes
0:00-0:10 10 min.	<b>Welcome and Check-In</b> <b>Possible check-in questions:</b> <ul style="list-style-type: none"><li>• You are all transitioning from doing something else to being present on this call. Take a moment and check in with yourself... in this moment.</li><li>• One word for each: my mind is... my body is... my spirit is...</li><li>• What is the impact of checking in this way?</li></ul>	<b>Outcome:</b> <ul style="list-style-type: none"><li>• Getting here, creating awareness of now.</li></ul>
0:10-0:15 5 min.	<b>Introduction of the Process Principle</b> <b>Context for the call:</b> <ul style="list-style-type: none"><li>• Our stand is that every human being wants to be fully alive and in the EXPERIENCE of their life...including difficulty and celebration.</li><li>• The Principle of Process is about engaging in the emotional experience of life. Without emotions, life is one-dimensional and we close off parts of our humanity.</li><li>• Process coaching expands our access to the whole, full, richness of life, including experiences we like and don't like.</li></ul>	<b>Key Learning Points:</b> <ul style="list-style-type: none"><li>• Being with your experience expands you. What you can't be with runs your life.</li></ul>

Time	Activity	Notes
0:15-0:30 15 min.	<b>Discussion</b> <ul style="list-style-type: none"> <li>• What is YOUR stance about Process coaching? What do you believe the value is for your clients?</li> <li>• What's hard about it? What's wonderful about it?</li> <li>• Where do you stop yourself when using the Principle of Process with your clients? What rules have you made up about using this Principle?</li> <li>• How do you work with a client that appears to be disconnected from their emotions or from the experience of their life?</li> <li>• How do the Cornerstones support Process coaching?</li> </ul>	<b>Key Learning Points:</b> <ul style="list-style-type: none"> <li>• (E)motion: energy in motion. Emotion is energy and energy must move. When we're not able to be present, be WITH what we are experiencing, the energy gets stuck. When we open to our experience and the emotion that surrounds the experience, it expands us and provides new insights and fresh resources to create with.</li> <li>• Avoiding empowers the quality we're avoiding and disempowers the self.</li> <li>• Emotions have both a thought and a feeling component.</li> <li>• Different clients have different access points. When clients seem to answer from their heads, be with them there and bring curiosity. (What's going on inside you as you say that? What's it like to say that? Etc.)</li> <li>• As clients go through the energy pattern, your job is to expand their experience of the emotion, dancing in this moment with what is present.</li> <li>• Process coaching can happen throughout the coaching or in moments along the way.</li> </ul>

Time	Activity	Notes
		<p><i>Cornerstone Integration:</i></p> <ul style="list-style-type: none"> <li>• People are Naturally Creative, Resourceful and Whole: Process coaching takes the client into the experience of the moment. Neither coach nor client know what that experience will be, so it is an exploration of the unknown. Both client and coach are Naturally Creative, Resourceful, and Whole.</li> <li>• Dance in THIS Moment: The Principle of Process is about re-directing energy to the emotional experience of this moment. Life occurs in this moment.</li> <li>• Focus on the Whole Person: When we disallow or disconnect from the emotional experience of life, we are segmenting ourselves. In Process coaching, clients expand by making room for and being with their emotions.</li> <li>• Evoke Transformation: When clients include their emotional experiences, energy is released, which frees them up to more creativity and range.</li> </ul>

Time	Activity	Notes
0:30-0:35 5 min.	<p><b>Light Review of the Skills/Tools Available in Process Coaching</b></p> <ul style="list-style-type: none"> <li>• Powerful Questions</li> <li>• Articulate What's Going On</li> <li>• Metaphor</li> <li>• Name It: the emotion, the energy pattern, etc.</li> <li>• Witnessing <ul style="list-style-type: none"> <li>▪ Geography</li> </ul> </li> <li>• Championing</li> <li>• Acknowledgment</li> <li>• Be With/Witness</li> </ul> <p>These skills need the intentional energy of “being with” and being present, or they can have a different impact.</p>	<p><b>Process Coaching Skills:</b></p> <ul style="list-style-type: none"> <li>• Powerful Questions: Some PQ's are about what is happening now (Process), some take a client somewhere else.</li> <li>• Articulate What's Going On: Naming what is happening while it is happening reveals their experience back to them, and creates an opening to be with it.</li> <li>• Metaphor: Often an entry point for experiencing something that is difficult to convey in words. Many metaphors work; trust the client.</li> <li>• Witnessing: Coach is witness to the emotion and the experience. Coach is in the moment with client; client is in the moment with emotion.</li> <li>• Championing: Helps to encourage client that they are doing it “right” when it feels uncomfortable. It may be a lighter version of championing... gently reminding a client how well they are doing as they explore the emotion is reassuring.</li> <li>• Acknowledgment: Intimately addressing what is true in this moment for the client helps the client feel known and seen.</li> </ul>

Time	Activity	Notes
0:35-0:50 15 min.	<p><b>Coaching Demo</b></p> <p><b>Set Up:</b></p> <ul style="list-style-type: none"> <li>• Instruct observers to listen for both the energy of the coaching and the skills used by the coach. They may also notice opportunities to use other skills.</li> <li>• This is a real coaching. Not a forced demo of any specific skills but an exploration using the Principle — to be fully alive and in the EXPERIENCE of their life.</li> <li>• Coach the way you would coach one of your clients using the Process Principle.</li> </ul> <p>Possible opening questions to enroll a client:</p> <ul style="list-style-type: none"> <li>• Who knows they are avoiding something in their life? Might be something difficult, or something wonderful...?</li> <li>• Who has a client situation where you might benefit from Process coaching? Maybe some aspect of your client that is difficult for you to be with?</li> </ul>	<p><b>Tip for CPL:</b></p> <p>You can direct them to look for more specific skills/tools listed on the previous page as well. It is your choice where to point them as observers. Be sure to balance the energy of Process coaching with the skills/tools.</p>

Time	Activity	Notes
0:50-1:00 10 min.	<b>Debrief</b> <ul style="list-style-type: none"> <li>• What was the energy created in this Process coaching? What created that?</li> <li>• What specific skills/tools did the coach use; what opportunities for other skills/tools showed up?</li> <li>• How was Process at the heart of this coaching? How do you know?</li> <li>• What emotions were present? How did the coach enroll the client into experiencing their emotions? Or not?</li> <li>• How did the coach guide the experience?</li> <li>• How did Cornerstones show up?</li> <li>• How did the other Principles fit into this? Or where were the openings to move to another Principle?</li> <li>• How did the coach engage the client into Process coaching?</li> </ul>	<b>Key Learning Points:</b> <ul style="list-style-type: none"> <li>• Experiencing emotion may happen in a few moments or for a whole session.</li> <li>• Coach must take charge to use Process coaching; being a witness is not passive.</li> <li>• Process coaching takes the client into their emotional experience; from this expansion, client moves forward in a more integrated way.</li> </ul> <b>Integration of Principles:</b> <i>Balance Integration:</i> <ul style="list-style-type: none"> <li>• “Being with” and fully experiencing our lives (or not) is a choice. Having a client experience their lives, even for a short time, shifts energy, brings new awareness and creates more choice.</li> </ul> <i>Fulfillment Integration:</i> <ul style="list-style-type: none"> <li>• Connecting to what is most important is an emotional experience that shifts people and evokes transformation.</li> </ul>

Time	Activity	Notes
1:00-1:25 25 min.	<p><b>Skill Drill Options:</b></p> <p><b>Skill Practice: Expanding Range</b></p> <p>Ask for someone who is celebrating or excited about something to be your volunteer, and have them speak for 30 seconds or so about it.</p> <p>Have each person ask a question or say something that keeps the client in their experience. Client may or may not answer, and is still impacted by hearing it.</p> <p><b>Skill Practice: Using the Principles</b></p> <p>Ask for volunteer with any topic for coaching. Recruit 3 coaches.</p> <ul style="list-style-type: none"> <li>• First coach: starts coaching with Fulfillment (5 min)</li> <li>• Second coach: starts coaching with Balance (5 min)</li> <li>• Third coach: starts coaching with Process (5 min)</li> </ul> <p>Allow them to integrate the principles, but start with the one they are assigned. Debrief about integration and usefulness of principles.</p> <p><b>Sandbox Tag-Team Coaching:</b></p> <p>Several coaches coach one student for a few minutes at a time and CPL is Angel-on-Shoulder</p> <p><b><u>1/1 Coaching:</u></b></p> <p>Student coaches CPL using Process and CPL is inside guide</p>	<p>You have 25 minutes to work with them on Integration of Process. There are several options listed, and you can choose between these or create something specific for that pod. Include your exercises and a debrief as you plan how to use the time.</p>

Time	Activity	Notes
1:25-1:30 5 min.	<b>Wrap-Up and Closing</b> <ul style="list-style-type: none"> <li>• We just covered the Principle of Process; being present and being with, ways to support clients to experience the full range of their lives.</li> <li>• There is an additional homework piece for you to complete before your triad call. It's a visualization about intimacy that is intended to deepen your own experience of the intimacy of Process coaching. Plan some extra time to complete it before your triad call (about 10 minutes).</li> <li>• What is new for you regarding Process that you will use with your clients?</li> </ul>	



# Integration of Process Resources

## Glossary

### ***Four Cornerstones of Co-Active® Coaching***

1. People are Naturally Creative, Resourceful and Whole:
  - Nothing is broken or needs fixing.
  - The coach has the questions, clients have the answers.
2. Focus on the Whole Person: People are a complex and unique system and each part impacts the other aspects. It is important to include all aspects of being human, mind, body, spirit and emotion.
3. Dance in THIS Moment: It is most creative to work with what arises in the moment rather than from a fixed and rigid plan. Relationship is fluid give and take. Everything that happens is an opportunity for learning and movement.
4. Evoke Transformation: The nature of life is to transform and evolve. The coach's job is to call forth the greatest possibility for the client.

### ***Acknowledgment***

Acknowledgment addresses the Self and who the client had to be in order to accomplish whatever action he or she took or awareness he or she achieved. It is the articulation of your deep knowing of the other.

*"I acknowledge the courage it took for you to show up for this session, knowing that you had difficult things to share with me today."*

### ***Articulate What's Going On***

This skill involves telling the client what you see them doing; it may be what you're hearing with your Level 2 Listening, or you may speak what has not been said by the client based on your Level 3 Listening and awareness. Sometimes, it is powerful to simply repeat the client's words back to the client so they can really hear themselves.

*"Debbie, I know how much you want to change your relationship with your dad, yet I hear you are interacting with him the way you always have."*

*"It sounds like you're annoyed that your manager didn't consider your workload when she assigned you to this new project."*

*"We're really stuck here in this coaching session."*

### ***Championing***

When you champion clients, you stand up for them when they doubt or question their abilities. Despite the client's self-doubt, the coach knows clearly who the client is and that he or she is capable of much more than the client thinks. CHAMPIONING IS OFTEN FUTURE FOCUSED. When the client is in the valley, the coach is on the next hill, waving a flag and saying, "Come on. You can make it."

### ***Geography***

The relationship between coach and client exists in space and time. Whether coaching is done in person or over the telephone, an environment is created in which the coaching occurs. The feeling, posture, and climate... this environment has many qualities that we call the Geography. Often the concept of geography can be confused solely with the position of one's body without considering the position of one's body in space, in the environment. Exploring emotions, body positioning, voice tone and pace can allow for deeper insight and understanding for the client. As coach and client, we actually create geography even when we are unconscious of what we create. Being conscious of geography makes coaching enormously more effective. The goal is to be aware of the geography you are creating as coach to notice what happens when you or your client changes geography.

The body is an excellent indicator of one's geography. If the client is, for example, in a state of confusion, the coach may ask the client to change their body posture, their location in the room, or simply get them to move their body. The coach will then help the client to realize that, by changing their body position, their mood may shift, their thinking may clear, a new perspective may occur, and the client's energy may shift. This is, in fact, a change in the client's geography.

### ***Metaphor***

Metaphors are used to illustrate a point and paint a verbal picture for the client.

*"Your mind is like a ping pong ball bouncing between one choice and another."*

*"You're almost at the finish line. Go for it! You can win the race!"*

### ***Powerful Questions***

A powerful question evokes clarity, action, discovery, insight or commitment. It creates greater possibility, new learning or clearer vision. Powerful questions are open-ended questions that do not elicit a yes or no response. Powerful questions are derived from holding the client's agenda and either forward the client's action or deepen their learning.

*"What do you want?"*

*"What's next?"*

*"How will you start?"*

*"What does that cost you?"*

*“What’s important for you to remember?”*

***Take Charge***

The coach chooses and directs the path of the coaching in service of the client’s agenda. Sometimes clients lose their way in their circumstances, and forget what matters most to them. That’s when the coach needs to take charge and direct the coaching back to what is most meaningful to the client.

***Witnessing***

To witness a client in their experience is both simple and profound. Witnessing means that the coach is fully engaged with the client in the moment and fully present with them in their experience. Witnessing is a powerful connection, one that goes beyond thinking or understanding. When a coach witnesses the client, the coach creates an inviting and spacious place for the client to be in the full experience of his or her life.

