

Module #03/Week #05/Pod Call #03: Integration of the Principle of Fulfillment

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

- Coach clients to connect with what is most meaningful to them using Fulfillment tools:
 - Captain and Crew
 - Values
 - Life Purpose
- Work with the resonant voice of the powerful client.
- Work with client to identify/create awareness of the dissonance of the Saboteur.

Time	Activity	Notes
0:00-0:10 10 min.	Possible Check-In Questions <ul style="list-style-type: none">• What is your Life Purpose and how is it connected to Fulfillment?• What is your Life Purpose?• What values do you honor by being in Certification?• How does being in Certification align with your Life Purpose?• What's fulfilling for you?	<p>Get participants present to this topic and pull through thread from last week's call.</p> <p>Life Purpose is an on-going excavation. If you use a question about Life Purpose, normalize wherever they are in the process.</p>
0:10-0:15 5 min.	Context for Call <ul style="list-style-type: none">• Our stand in Fulfillment coaching is that people truly want to be connected to and honoring that which is most meaningful to them.• Tools and concepts: Values, Captain and Crew, Life Purpose, resonance/dissonance, Saboteur awareness.• Tools are ways to connect clients to what matters, and they need energy along with them to create resonance.• We will look at what it means to "be" in the Principle, rather than just use the tools.	Key Learning Points: <ul style="list-style-type: none">• Fulfillment coaching is connecting clients to what is most meaningful for them.• There are tools here, and coach is creating an energy of Fulfillment as well.• When action comes from the resonance of Fulfillment, it is transformative, not just incremental or another item on their to-do list. If there is resonance, action will naturally follow — when there is resonance, the energy must move or it fizzles out.

Time	Activity	Notes
0:15-0:30 15 min.	Embodiment and Discussion <ul style="list-style-type: none"> Everyone take a moment to find the Geography of Fulfillment; embody it. What's it like here? What do you notice? You have coached and been coached in the Principle of Fulfillment. What do you feel/hear when coaching occurs in the Principle of Fulfillment? What is the energy like? What makes this easy, hard? Be willing to be provocative here... If it is easy, why don't we all have these conversations all the time? What is the biggest discipline (Self-Management) stretch for you as a coach? <ul style="list-style-type: none"> — What does it require of you as a coach? — How does this rely on the Cornerstones? — How does it relate to or integrate with Process and Balance? 	<ul style="list-style-type: none"> Values, their Captain and Crew, their Life Purpose are ways to connect to what is meaningful (tools are "Active"). The energy/geography of Fulfillment is aliveness, possibilities, alignment and expansion. Without this, the tools are less impactful (energy is "Co"). Cornerstones: <ul style="list-style-type: none"> People are Naturally Creative, Resourceful, and Whole: Fulfillment moves aside the dissonant energy of the Saboteur so the NCRW person can move forward in ways that are life affirming. Dance in THIS Moment: There is not such place called "arrived" — Fulfillment is a "being" state and lives in this moment. Focus on the Whole Person: Coach sees the client as much larger than the topic being presented. They interact with the client's authentic self and are not distracted by the Saboteur or limiting beliefs. Evoke Transformation: embodying what is most meaningful and taking action from that place creates transformational change. Balance integration: <ul style="list-style-type: none"> Deepen values within a perspective, Crew members and Saboteur as perspectives. Choice that is resonant is transformative. Choice that is not resonant is a to-do list.

Time	Activity	Notes
		Process integration: <ul style="list-style-type: none"> Fulfillment is a being state. Saboteurs have an energy pattern that can block fulfillment. Unlocking a Saboteur energy pattern to access fulfillment is life changing.
0:30-0:45 15 min.	Coaching Demo <ul style="list-style-type: none"> Light review of the tools/skills available in Fulfillment coaching if you haven't reviewed them already. Instruct observers to listen for both the energy of the coaching and the tools/skills used by the coach. They may also notice opportunities to use more of them. CPL coaches a participant, using the Principle of Fulfillment and taking advantage of what you as CPL know about them based on the previous homework and existing relationship. Use what you know so far about them. Optional: Do 2 shorter demos This is a real coaching. Not a demo of any specific skills but an exploration using the Principle — the essence of connecting them to what is most meaningful for them. Possible starting question: where in your life do you feel disconnected from your Life Purpose? 	<p>Create resonance by USING (not discovering) values, Captain and Crew, Life Purpose, etc., and/or talk about how they could have been used.</p> <ul style="list-style-type: none"> Life Purpose: This begins in the Fulfillment course in the core curriculum and it's an ongoing excavation — a metaphor to hold their life purpose as they continue to excavate. Captain and Crew: Internal resources that help client to access life-affirming voices and can diminish the voice of the Saboteur. Saboteur: The life-diminishing voice. Instead of "yes, and" the Saboteur speaks in "yeah, but..." Values: Deepening a client's connection to values can shift a life situation or perspective quickly.

Time	Activity	Notes
0:45-1:00 15 min.	Debrief <ul style="list-style-type: none"> What was the energy of this Fulfillment coaching? What created that? What specific skills/tools did the coach use; what opportunities for other skills/tools showed up? How was Fulfillment at the heart of this coaching? How do you know? How did Cornerstones show up? How did the other Principles fit into this? Or, where were the openings to move to another Principle? How did the coach work with resonance/dissonance? 	Key Learning Points: <ul style="list-style-type: none"> The tools are a structure to support the experience of Fulfillment rather than just something we do. Fulfillment is “Co” (experience of reconnecting to what is meaningful) and “Active” (tools, homework, structures). Talking ABOUT values, Captain/Crew/Life Purpose/Resonance is NOT coaching the client using the Principle of Fulfillment. Integration of the model is needed to create the depth of Fulfillment.
1:00-1:15 15 min.	Skill Drill: Listening for Saboteur or Captain and Crew Voices First Round: CPL is client <ul style="list-style-type: none"> Set observers up to listen for possible Saboteur or Captain and Crew voices. CPL shares a personal situation where they want change. As a scenario—not to be coached Where do you hear a life-diminishing voice or energy? Where do you hear a life-affirming voice or energy? Hear from a few people. Coaching from the Principle of Fulfillment, what would you say/ask to begin coaching this client? Second Round: Participant as client (repeat questions above) Do a second round if time allows	<p>Feel free to tailor this to your Pod. You can do it as written here or use a similar format to practice another aspect of Fulfillment based on what they have said on the call.</p> Key Learning Points: <ul style="list-style-type: none"> Coach needs to take charge to use a Principle. Use the Principle of Fulfillment to connect the client to what is most meaningful; from that connected place, the client can address the issue in a whole new way. The Principle is not the tools; the tools support the Principle but do not replace it.

Time	Activity	Notes
1:15-1:25 10 min.	<p>Skill Drill: Listening for Values</p> <p>Different participant as “client” or continue with CPL as client using previous situation</p> <ul style="list-style-type: none"> • Set observers up to listen for values. • “Client” shares a personal situation where they want change. • What is most meaningful for client? • How do you know? • Hear from a few people. • Coaching from the Principle of Fulfillment, what would you say/ask to begin coaching this client? How might you bring these values to life rather than just talk about them? <p>Practice the skill of Acknowledgment with 2-3 participants. May start with brainstorming the qualities they see first and then hold rigor with using the skill. May refer back to student client from demo or CPL for this practice.</p> <ul style="list-style-type: none"> • How is Acknowledgment different from Championing? • What is Championing? <p>Practice the skill of Championing with 2-3 participants.</p> <ul style="list-style-type: none"> • How do Acknowledgment and Championing keep the client in a place of Fulfillment? 	
1:25-1:30 5 min.	<p>Wrap Up and Closing</p> <ul style="list-style-type: none"> • We just covered the Principle of Fulfillment: connecting clients to what is meaningful for them... values, Life Purpose, Captain and Crew and how to honor those. • What are you taking away that you will use with your clients over the next two weeks? <p>Next week is your final Group Supervision!</p>	

Integration of the Principle of Fulfillment Resources

Glossary

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."

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."

Goal Setting

Clients live into their Big "A" Agendas by setting goals and following through. Goals keep clients focused and on track toward who they are becoming. Goals are not the same as action; they are the desired result of action.

There are many versions of the acronym "SMART" as applied to goals. Here is the CTI version:

S = Specific

M = Measurable

A = Accountable

R = Resonant

T = Thrilling

Resonance/Dissonance

When resonance is present, the client is honoring his or her values, the coach can sense the client's true self, there is a feeling of aliveness coming from the client. Dissonance signals the presence of the Saboteur.

Saboteur

The Saboteur is a concept that embodies a group of thought processes and feelings that maintains the status quo in our lives. Often operating as a structure that would seem to protect us, it in fact keeps us from moving forward and getting what we truly want in life. Like our minds, the Saboteur will always be with us. It is neither good nor bad; it just is. The Saboteur loses its power over us when we can identify it for what it is, notice our options in the situation and then consciously choose what it is we do really want at that time.

Values

Values represent who you are right now. They are principles that you hold to be of worth in your life. People often confuse values with morals. Values are not chosen. They are intrinsic to you. Your individual values are as distinctly yours as your thumbprint.

Vision/Visioning

This is a multi-faceted mental image, which personally defines and inspires the client to take action and create that picture in their actual life. A powerful vision is sensuous, exciting and magnetic; constantly attracting the client's desire to bring the image to fruition. Vision provides the client with a direction and can provide meaning in the client's life.

