

COORDINATE COMPEL CONNECT CO-MMENCE COLLABORATE CO-OWN COALESCE  
CO-AUTHOR COEDUCATIONAL COEXIST CO-EVOLVE COFFEE COFOUND  
CO-FUNCTION COGNITIVE COHESIVE COHORT COHOST COINCIDE COLD-CA  
LEAGUES COLLECTIVE COLORFUL COMBINE CONCUR COMEBACK COMFO  
COMMAND **CO-ACTIVE®** COMMERCE COMMINGLE COMMIT CONVERSATION  
COMMUNITY COMMUNICATE COMPARE COMPASS COMPASSION COACH COMPE  
COMPLETE COMPLIMENT COMPANY COMPREHEND CONCEIVE CONCENTRA  
CEPT CONCERN CONCERTED CONFIGURE CONCLUDE CONCURRENT  
CONFIDE CONFIDENCE CONFIGURE CONFIRM CONGRUITY CONCISE CONTEND



Welcome *to the Neuroscience of the Co-Active Model!*



# Information & Logistics

- ~ Feel free to write in questions or comments throughout the session, and we will answer as many as possible during the Q & A times.
- ~ You'll receive an email with suggested pre-work and homework before each session.
- ~ There is a closed Facebook group set up for discussion: **Neuroscience and Co-Active Coaching Discussion** – pre-work and homework will be posted here as well.
- ~ Recordings will be available within 72 hours at: <http://www.thecoaches.com/webinar-access/loginWA.php>. A copy of each week's slides will also be accessible to everyone through the same website after the call. These are for your own use only – please contact Ann for permission for other use.

## Session #2

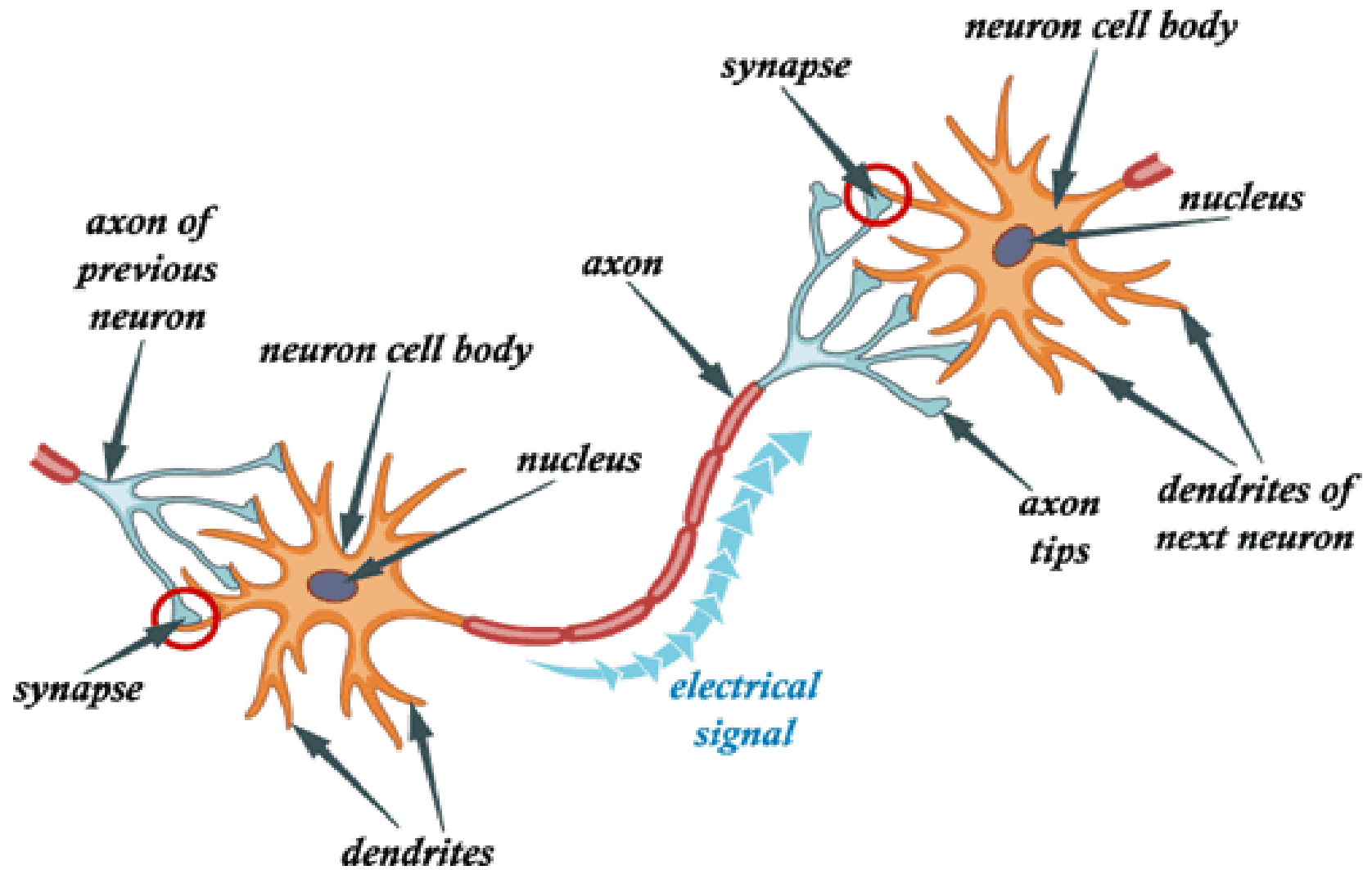
### *The Four Cornerstones and Neuroplasticity*

- What is neuroplasticity and how does it relate to coaching?
- The neuroscience of the four cornerstones -- what each cornerstone actually means to the brain and how this relates to learning and growth
- How to stand in each cornerstone more effectively based on brain science
- A neuroplasticity tool for your clients



MANKOFF

*"Look, I can't promise I'll change, but I can promise I'll pretend to change."*





## Neurons that fire together, wire together

- **When two neurons fire at the same time repeatedly, chemical changes occur in both, so that the two tend to connect more strongly.**
- **The more a neural pathway is used, the more “on alert” it is and therefore quick to fire.**
- **Some neural pathways become more “myelinated” with use -- especially those from childhood through adolescence -- and therefore fire more efficiently.**

*As a single footstep will not make a path on the earth, so a single thought will not make a pathway in the mind. To make a deep physical path, we walk again and again. To make a deep mental path, we must think over and over the kind of thoughts we wish to dominate our lives.*

*~Henry David Thoreau*



**Question for  
everyone**  
*(please type your  
answers and send now):*

**In terms of neuroplasticity,  
what general implications for  
coaching do you see?**



*He who loves practice without theory is like the sailor who boards a ship without a rudder and compass and never knows where he may cast.*

*~Leonardo da Vinci*



## The Four Cornerstones of the Co-Active Model

**A rudder and a compass.....**

## People are Naturally Creative, Resourceful, and Whole

- Finding our own answers sparks new neural connections
- No evaluation by coach so little stress, which gets in the way of neuroplasticity
- We see what we expect to see—and we become who people think we are



## People are Naturally Creative, Resourceful, and Whole

### KEY(S):

*Celebrate the “zzzzt” of a new potential neural connection forming. When your client doesn’t know how or can’t do it, be patient. Their brain will create the connections in time. Stay with it.*

**WHO HAS AN EXAMPLE? Type it in!**

## Dance in This Moment

- Collaborative, contingent conversations build positive neural connections
- When we pay close attention the brain releases chemicals necessary for new neural connections



---

## Dance in This Moment

### KEY(S):

*Presence, presence, presence. Both coach and client. Paying close attention releases a key chemical needed for neuroplasticity.*

***WHO HAS AN EXAMPLE? Type it in!***

---

## Focus on the Whole Person



- **Creating neural connections between various aspects of the brain**
- **The most effective leaders are well-integrated (open-minded)**
- **The more multi-sensory, the stronger the pathway**

## Focus on the Whole Person

### KEY(S):

*Integration. The internal “yes, and” to oneself. Helping your clients find, connect with and live in the paradox of all their complexity and contradictions. Multi-sensory learning.*

***WHO HAS AN EXAMPLE? Type it in!***



## Evoked Transformation

- We can rewire new habits, actions and thoughts
- Challenge and powerful questions create new potential pathways in a client's brain
- Practice, accountability, and celebration help hard-wire those pathways into sustainable habits



---

# Evoke Transformation

## KEY(S):

*Sometimes try is how you do. Patience,  
persistence and trusting the process.  
Also “celebrating the good.”*

***WHO HAS AN EXAMPLE? Type it in!***

---



# Q & A

# *Neuroplasticity Tool— Red Paths / Blue Paths*



## *Red Paths / Blue Paths*

1) Client needs two different colored piles of something (paperclips, post-it notes, yarn, candy). These represent neural pathways. One color is thoughts and habits you don't want, one is those you do want.

2) Client shares a current challenge.

3) Coach asks, *In terms of this challenge:*

- *Where are you creating negative pathways about the issue and what are they?*
- *Where are you creating positive pathways about the issue and what are they?*
- *Where do you want to focus your attention?*
- *What would create more positive pathways for you?*
- *What do you need/want to stop or diminish?*
- *One action in the positive.*

3) Have client pile up the different colors as appropriate.

## HOMework



1. Use Red Paths / Blue Paths with a coaching client and post your results and learning to the Facebook group.
2. Think of a well-worn neural pathway you have that is not serving you. How can you use the cornerstones on yourself to create positive change? Share your thoughts and results on the FB group.

*Life is a joyous experiment. Be your own guinea pig.*



#### FOR MORE INFORMATION

1.800.691.6008 opt. 3 | 415.451.6000 opt. 3 | [info@thecoaches.com](mailto:info@thecoaches.com)

**cti**  
changing business.  
transforming lives.