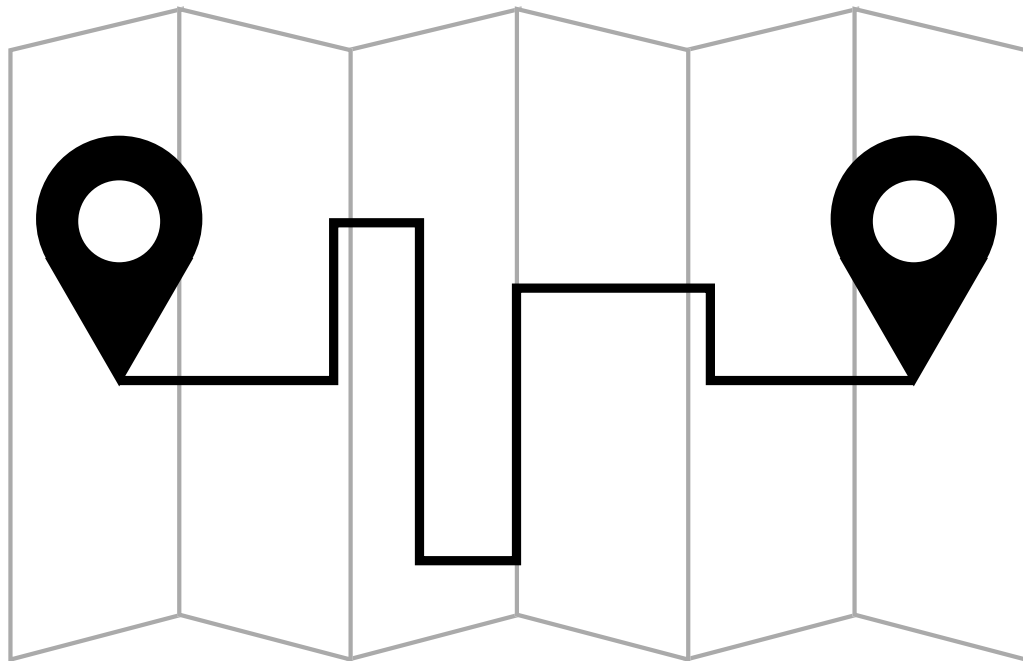


FIELD GUIDE

Coaching through obstacles



Coaching through obstacles

01

Breakthrough coaching;

A toolkit of 10 minute coaching activities

Reframe the problem

Uncover opportunities within obstacles

When You Can't Choose: Choose Anyway

Worksheet: Uncover opportunities within obstacles

Reference examples: Opportunities with obstacles

Get unstuck (trigger questions)

Take control of your life

Take control of your audacious goals

02

The self directed path;

Building confidence to solve hard problems

Take charge of the situation

Possibility precedes progress

Activate your agency

Dream big. Start small.

No one is coming to save you

03

Mastering coaching:

Mapping difficult challenges with the Coaching Map

How to use the Coaching Map

Where are you trying to go? (Destination trigger questions)

What are you now? (Starting point trigger questions)

How can you get there? (Routes trigger questions)

The agency arc

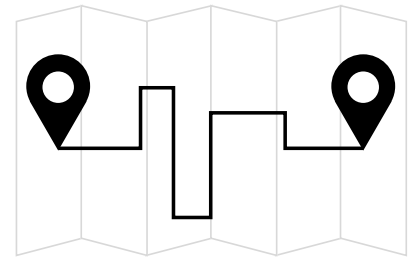
The pathway to becoming self directed



Stage 1

"I am not sure what to do"

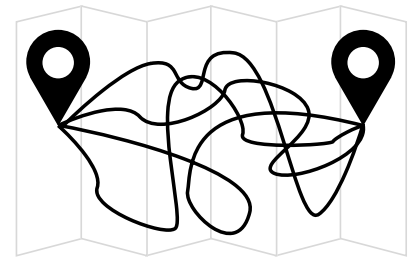
There is untapped latent agency that is not yet activated. In this stage, people require you to hand them a map with clear directives for them to know what to do.



Stage 2

"I might be able to figure this out"

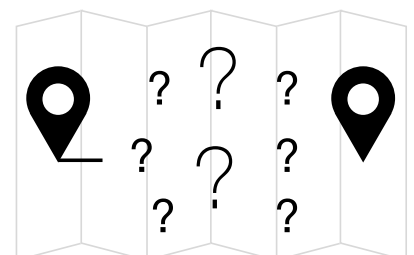
There is agency that is starting to be developed. Even if there is a hole in the map or multiple routes they can still figure it out as long as they have a map to work off from.



Stage 3

"I will figure this out"

Agency is alive and in use. Even with zero guidance or assistance they can go and make progress. They consistently make their own maps and solve novel problems.



Section 01

Breakthrough coaching;

A toolkit of 10 minute
coaching activities

Reframe the problem

Brainstorm provocative questions related to the problem you are working on to surface new perspectives

Multiple choice

A Expert answer

B Expert answer

C Reframed question

1 Prepare

Define the challenge

What difficult problem are you trying to find the answer to? Write a paragraph detailing the problem, how things would be better if it was solved, and where you are stuck.

Pre check in

How are you feeling about the problem right now on a scale from 1 (awful) to 10 (fantastic)?

2 Reframe

Generate questions

Brainstorm a list of 15-20 surprising and provocative questions related to the problem

3 Assess

Post check in

How would you rate how you are now feeling about the problem? If not improved, repeat step 2

Review and assess

What do you observe from your list of questions?

what was most helpful?

what was difficult to realize?

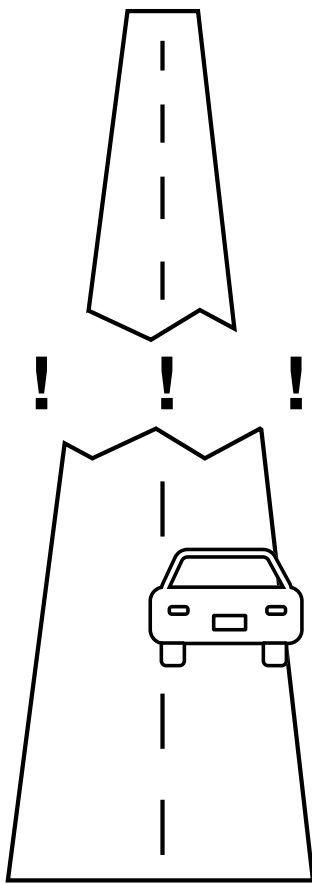
Next steps

What concrete action steps will you take in the next two weeks to find potential solutions from your new questions?

THE OPPORTUNITY ANGLE

When You Can't Choose: Choose Anyway

Agency is choosing your response even when you can't control your circumstances



Nothing changes about the situation other than their perspective



before

Obstacle

"This is going to take forever"

OPPORTUNITY ANGLE

reframe

after

Opportunity

"What might be possible here?"

Uncover opportunities within obstacles

1 Define biggest obstacles

People often treat obstacles in their life as immovable. This is even more the case when there might actually not be any direct way they can directly change their circumstances. These obstacles can paralyze people. The first step is to name and identify what these obstacles are.

While you might have many different areas to consider, each with obstacles, try to end this time with identifying which one is the most problematic.

- 💡 This exercise can be useful whether you perceive your obstacles to be tiny or huge
- 💡 Do not underestimate how powerful simply naming your obstacles can be
- 💡 Start by brain dumping everything you can think of. Then you can look to combine, look behind, dig deeper, etc. to understand what your true challenge is centered on

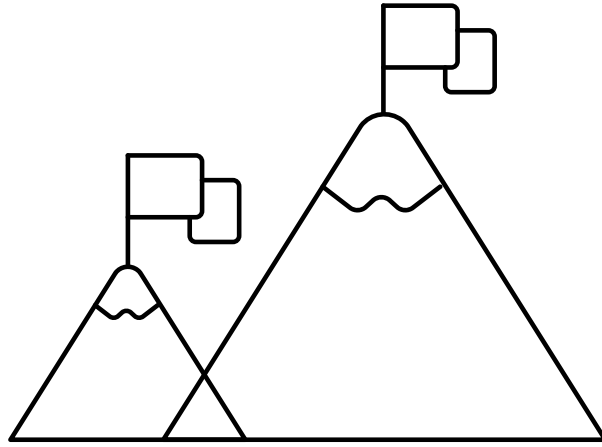
2 Uncover opportunities

It is possible to find a silver lining in every situation, no matter how bleak. This mindset can allow you to realize that no one and no circumstance can take away your internal ability to choose. Press into the power of this mindset shift by brainstorming the ways in which there might be opportunities hiding within your biggest obstacles.

You are trying to reframe how you view and understand the obstacle in your life.

-  For tough situations, don't ignore the fact that things might be hard. Stare at that reality and then look to still find the opportunities within in regardless
-  This is a skill that can be built over time

REFERENCE



Obstacle → Opportunities

"I have lost my job..."

"This is a chance for a fresh start"

"I was hesitant to go after a career path I am interested in and this might now give me a chance to do so"

"I can learn from this failure and can find ways to grow and improve myself to try to prevent this in the future"

"I have this incredibly difficult conversation I need to have"

"This is an important skill to improve in that could help me in all my relationships"

"I have put this off and wasted a lot of energy over thinking it. Once I am done with this it will be a huge relief and give me back my mental health"

"This could lead to a bond with this person that was stronger than before"

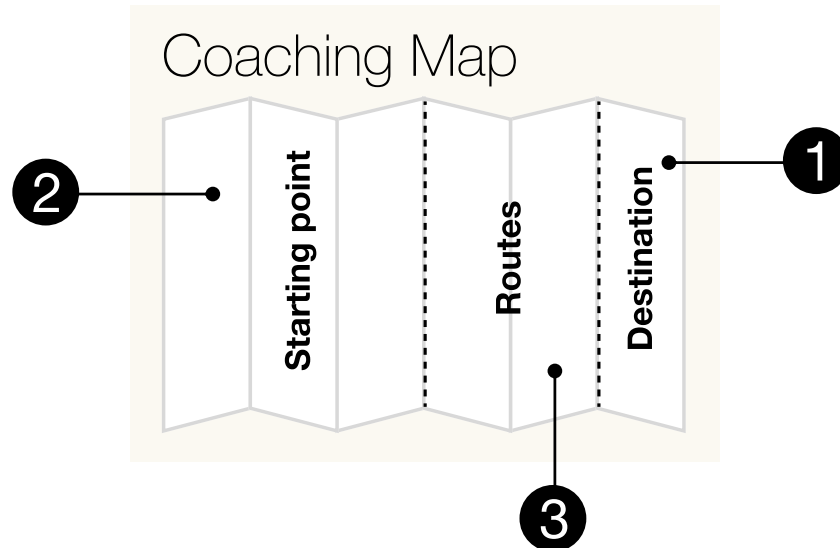
"I have a huge amount of credit card debt"

"If I learn how to tackle this with consistency and discipline, I feel like I will gain a skillset that will benefit every area of my life"

"This is an opportunity to learn how to handle money better that I can pass on to my children"

COACHING QUESTIONS

Get unstuck

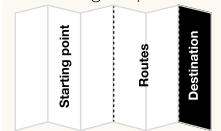


1 Where are you going?

What is the ultimate objective?

What is an initial milestone on the way to get there?

Coaching Map



2 Where are you now?

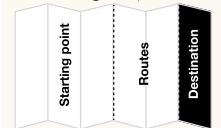
What is your current position in relation to the destination?

Distant	—————+—————	Near
Unaware	—————+—————	Knowledgeable
Under resourced	—————+—————	Well resourced

What are the most important variables?

Describe your current position for each.

Coaching Map

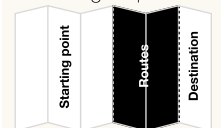


3 How could you get there?

Based on your current position and ultimate destination, what are three possible routes to get you there?

Which route will you choose?

Coaching Map



WORKSHEET

Take control of your life

1 Assess



2 Reallocate

Where are you putting energy into controlling things that are outside your control?

How could you reallocate that energy to things you can control?

Take control of your audacious goals

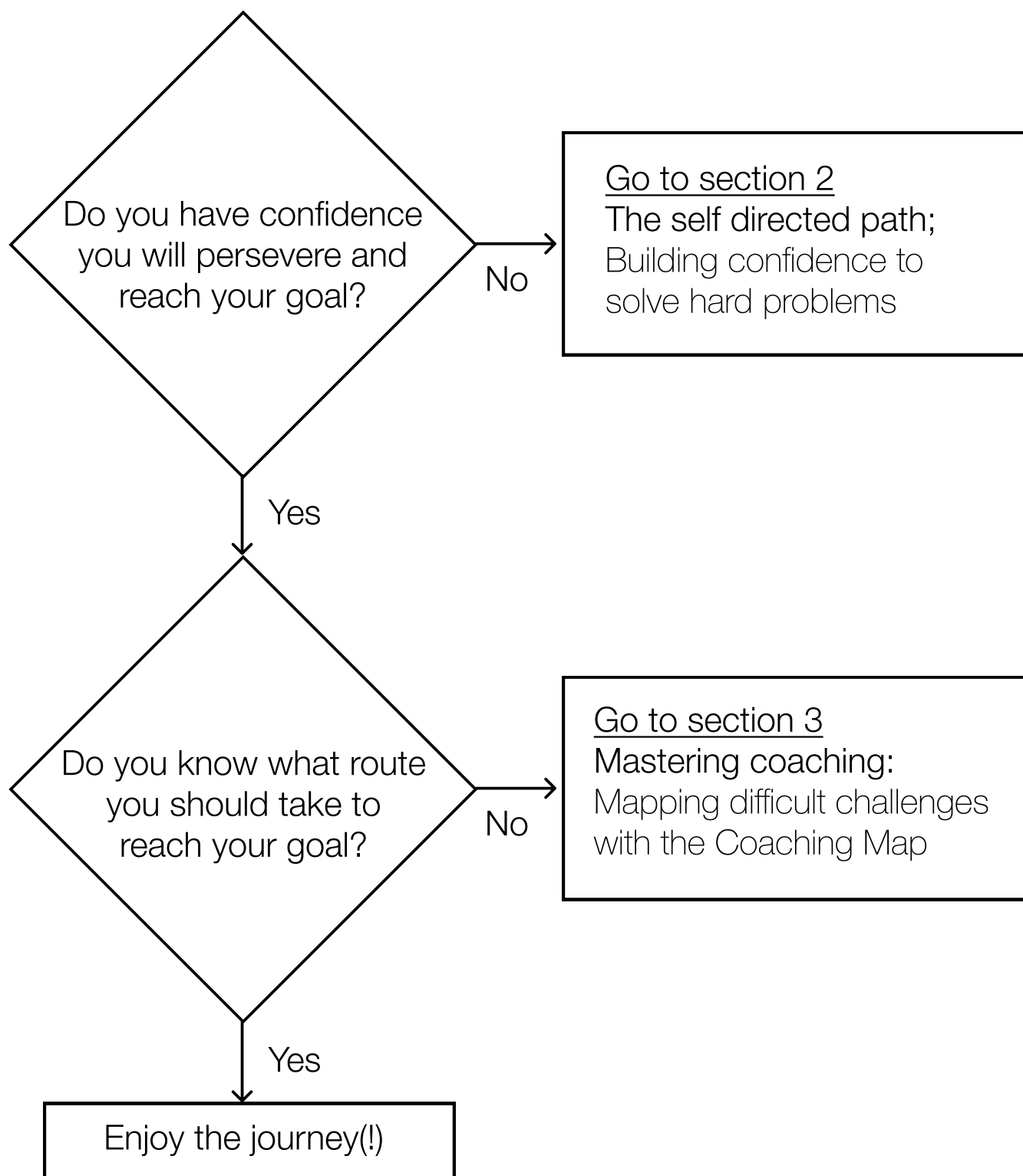


*Activity from the book "Bullet Journal"

Section 02

The self directed path;
Building confidence to
solve hard problems

AGENCY CHECK IN

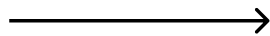


MINDSET

Possibility precedes progress

Fixed mindset

"This is just the way things are"



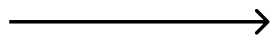
Growth mindset

"I'm curious about trying some new approaches to unlock this"

awaken
your
agency

Impossible

"There is no point as it just is not feasible to pull this off"



Possible

"I am not sure how but there has to be some way to pull this off"

awaken
your
agency

Self doubt

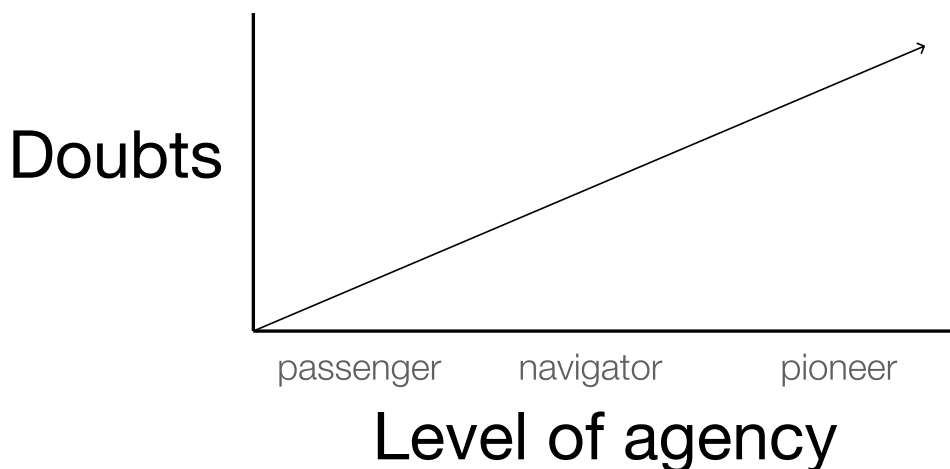
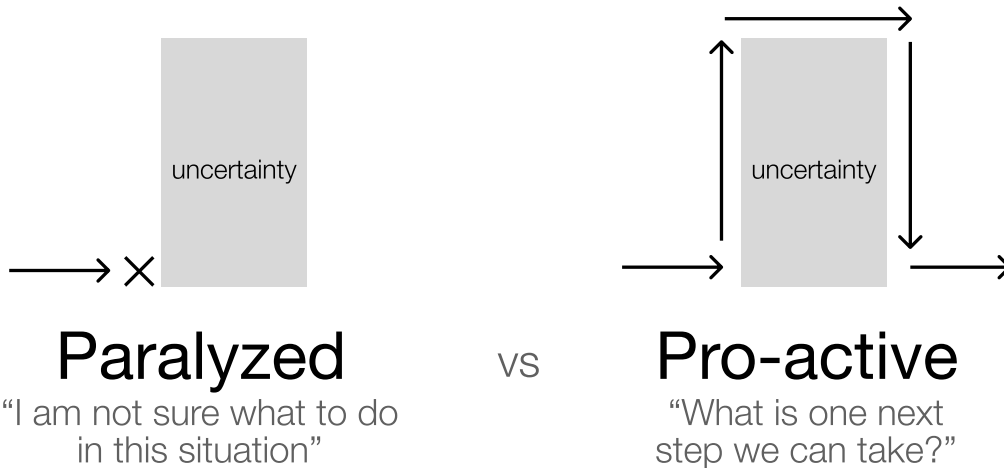
"I am not cut out for this"



Determined belief

"I will find a way somehow"

Activate your agency

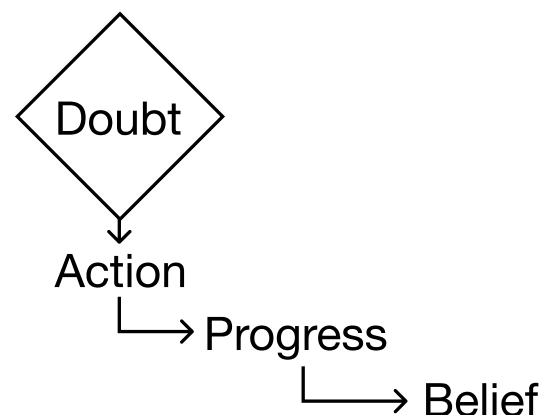


The more self directed you are the more it will be the case that you will not have a map to rely on. As you attempt to move forward this can raise lots of questions and doubts. To overcome the anxiety and insecurity that can come from this uncertainty, create One Step Plans to keep moving whenever you feel stuck.

To turn doubt into belief (in your ability to tackle hard problems), find the smallest action you can take to move things forward.

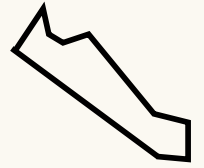
Ask,

- What is the smallest next step I can take to move forward?



WORKSHEET

One step plan



1 Process

How are you feeling?

Why are you feeling that way?

What is the real challenge for you in this?

2 Plan

What is your ultimate objective?

What is an initial milestone to get there?

What is one next step you can take towards that milestone?

HOW TO

Realize your goals

Set two types of goals to accelerate your journey

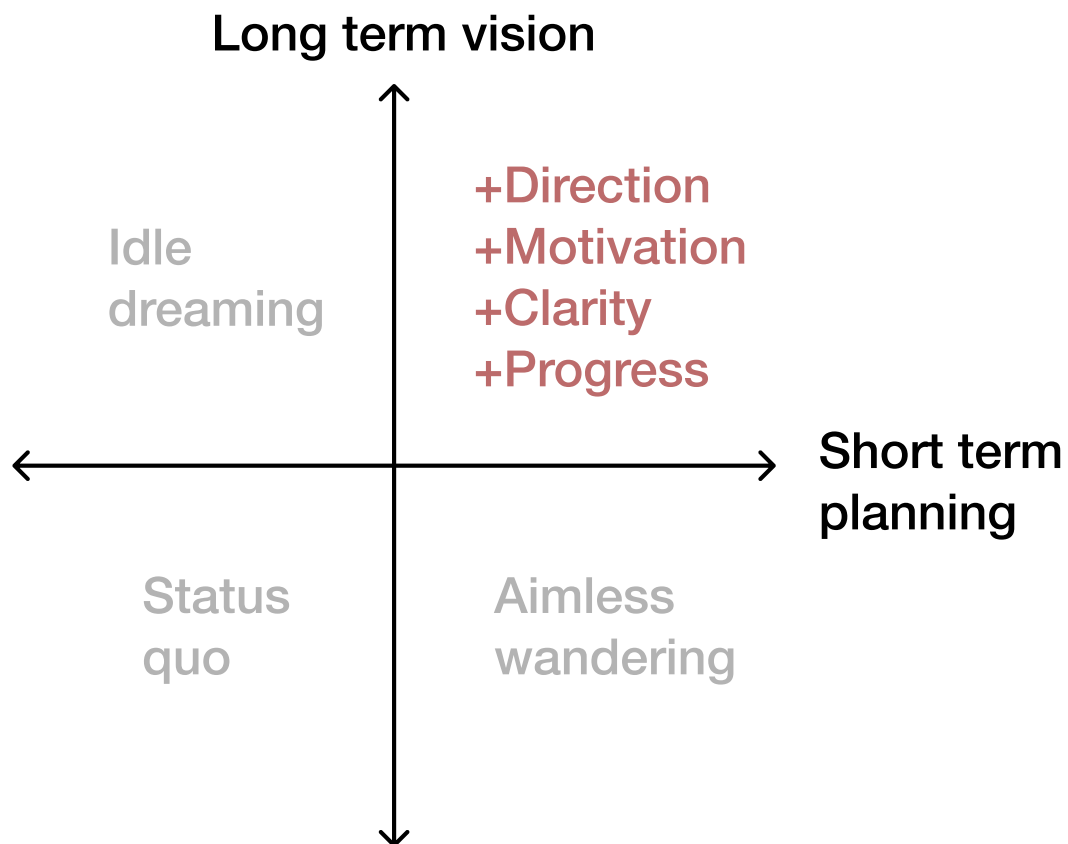
Audacious long
term goals

e.g. 2 years

+

Strategic short
term plans

e.g. 2 weeks



To accomplish the things you care about, repeatedly ask these two goal related questions

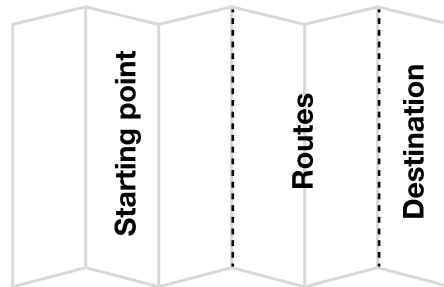
- What is the ultimate objective we want to reach?
- What is an initial milestone and how can we get there?

Section 03

Mastering coaching: Mapping difficult challenges with the Coaching Map

How to use the Coaching Map

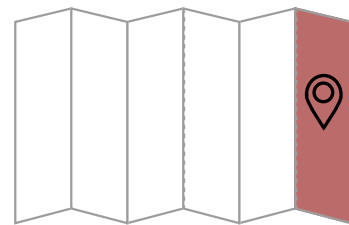
When in unknown territory and unsure what to do, create a map from where you are to where you want to be



1 Destination

"Where do you want to go?"

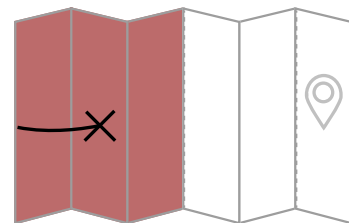
Start by setting a specific goal of where you want to go



2 Starting point

"Where are you right now?"

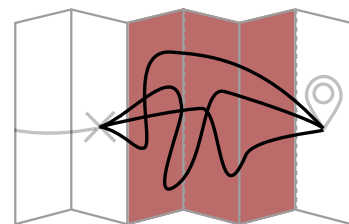
Next go back and look at where you are in relation to that goal



3 Route options

"How could you get there?"

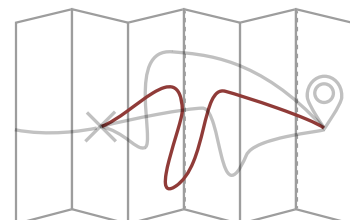
Next look at all the potential ways to get from where you are to where you want to be



4 Chosen route

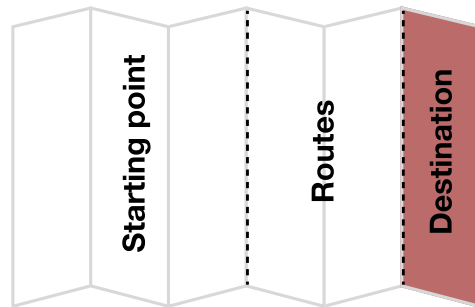
"What will you choose to get there?"

Lastly, you make final decisions on what path you will take to move forward



COACHING MAP

Destination trigger questions



ultimate objective

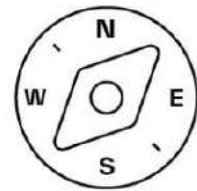


initial milestone



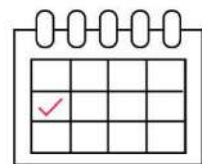
Ultimate objective

- What is your ultimate objective?
- What is your north star goal?
- Where do you want to be in five years?
- What is your audacious/stretch goal?

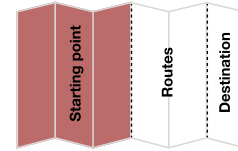


Initial milestone

- What is an initial milestone?
- What is a 2 week goal tied to your ultimate objective?
- What is a specific, measurable, actionable, and realistic goal?



COACHING MAP



Starting point trigger questions

You should spend >50% of your time focused on the 'starting point' when completing a Coaching Map

1 Past attempts to reach destination

People often feel overwhelmed trying to figure out how to solve difficult problems. One of the best places to start is to review how you (or others) have faced similar problems in the past.

What have you done so far to reach this destination? What progress have you made?

How have you or others solved this in the past?

2 Current location

While people tend to jump to brainstorming routes, one of the most helpful steps to take is to focus on describing in as much detail and in as many ways as possible your current location.

What are the most important variables to consider for this goal?

What is your current position for each of those variables?

What resources do you have available for this?

3 Barriers to reaching destination

Once you have spent some time looking a bit at the 'starting point' it can be useful to try to find the problem behind the problem. These hidden barriers can be the key to finding the way forward.

What is the real challenge for you here?

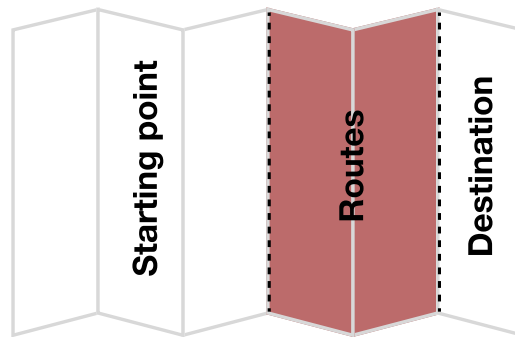
What are the biggest blockers to reaching your goal?

What emotional barriers are there for you?

What is this really about? (the problem behind the problem)

COACHING MAP

Routes trigger questions



1 Brainstorm potential routes

How can you get to your destination?

What are all the possible routes you could take?

What is the most important criteria for selecting?

How would you rate each route based on that criteria?

2 Confirm a route

Which route will you move forward with?

On a scale of 1-10, how likely do you think this route will be used and work out successfully?

If less than a 10, why?

How can you get it to a 10?