

When Heroes shift from seeking temporary relief to empowerment and trust, they become the Coach. They trust that life is providing learning opportunities that do not need to be controlled or resisted. Coaches know that everyone has their own power and ability to create. A Coach supports a Creator in taking ownership for his or her life's circumstances. Coaches facilitate, guide and encourage, while leaving the power with the person creating. A Coach is focused on present learning and future creation. Coaches let other people own their outcomes. When needed, a Coach can consciously shift into the role of a constructive Challenger.

## SEEKS OUT:

- Personal empowerment
- Learning opportunities
- People who see themselves as Creators
- Clarifying questions
- New creative pathways
- Lessons that might not be clear to others
- New ways of seeing things

## IN ORDER TO MASTER THE ROLE OF COACH, YOU MUST:

- Fully engage in your own life as a Creator
- See others as creators of their own lives
- Drop the story that others are in need of fixing
- See others as whole, resourceful, and creative
- Appreciate the value of pain and suffering

## COACHES....

consider themselves equal
facilitate self-empowerment
see situations as opportunities to learn
support a new and unknown story
ask questions and listen deeply
create in the present
support others in claiming 100% responsibility
create satisfying, sustainable results

## HEROES...

see the other as less than
collude with dependency stories
see situations as problems to be solved
enable repeating drama patterns
tell others what they should do
re-live the past and try to control the future
take responsibility for others' situations
create temporary, unsatisfying fixes

**THE KEY CHALLENGE OF THE COACH** is to listen without a filter. A filter is a certain attitude or bias the listener takes on that inhibits his or her ability to be present with the authentic experience of the speaker.

## FILTERS THAT LEAD TO A HERO ROLE:

### Fixing

Listen while attempting to fix their problem for them, respond only with solutions.

### Diagnosing

Analyze the circumstances, offer your hypothesis, and ask questions to clarify your theories.

### Correcting

Listen for where the person is incorrect, and respond with corrections, improvements and/or criticism.

### Avoiding Conflict

Listen while spacing out - respond with frozen smiles and nods.

### Knowing

Listen with the words "I know that already," running through your mind.

### Efforting

Listen while trying really hard to listen and then ask a lot of questions.

### Self-Referencing

Listen to hear how what they're saying relates to you. Respond by likening what they're saying to something in your own life.

### Defending

Listen for how the person has misperceived you and your feedback, advice or help. Respond with reframing for them.

## THE MASTER SKILL OF THE COACH: LISTENING FROM PRESENCE

Coaches are connected to all three centers: the head, heart and gut. This invites others to create from all three centers. As you ask the coach questions listed here, keep these three centers in mind.

### HEAD

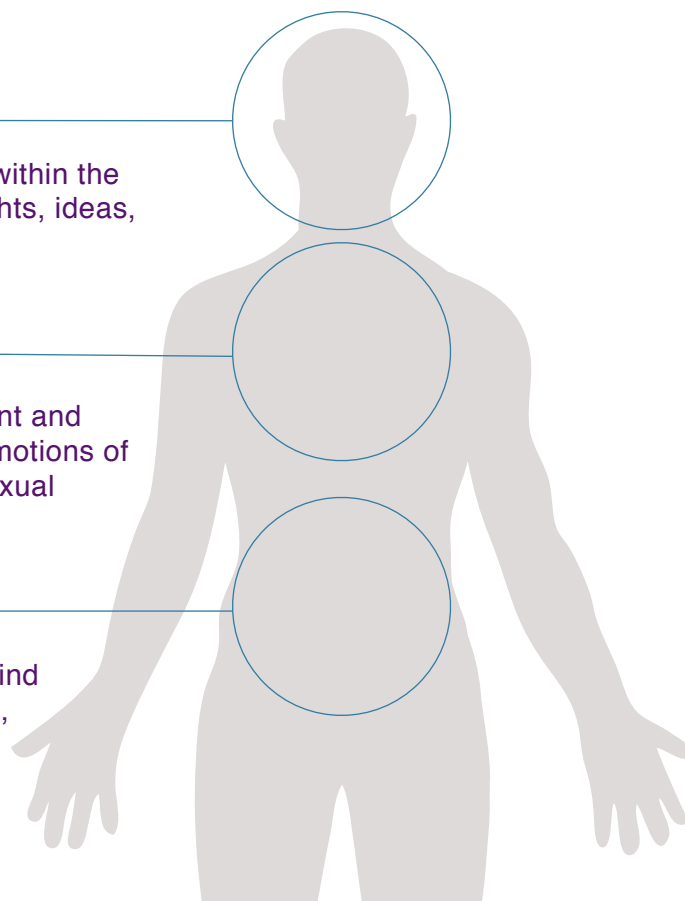
What is the mental content within the message - the words, thoughts, ideas, and beliefs?

### HEART

What is the emotional content and expression - the five core emotions of anger, grief, fear, joy and sexual feelings?

### GUT

What is the base desire behind the content - what is wanted, longed for, or needed?



### COACH QUESTIONS

What are you learning from this experience?

How is this familiar?

Which of your personas are most engaged in this issue?

What is at risk if you let this go?

What's another way you could see this?

What sensations are you feeling in your body?

What authentic emotions are you feeling?

Can you make a sound that matches your current feeling about this issue?

What is this costing you?

What do you appreciate about this situation?

If this issue were resolved, what would you be doing instead?

How is this in support of your evolution?

How is this serving you?

What would support look like for you now?

How would you like it to be?

# CHALLENGER

provokes others to take action, calls forth something new

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A Challenger provides supportive pressure for a Creator to bring forth something new to be learned or experienced. A Challenger might be an event, situation, or person — any catalyst for learning, change and growth. Challengers have the courage to be with discomfort-theirs and others. They use confrontation and compassion to help Creators wake up and take action. Challengers provide authentic unarguable feedback so that people in the triangle can locate themselves as being below the line and in drama. The Challenger notices the person's receptivity to feedback and if there is no receptivity the challenger stops giving feedback. The Challenger also invites the Victim into responsibility by supporting them to clarify whether they are willing to shift into Creator or choose rather to stay in Victim.

## SEEKS OUT:

Ways to change patterns that no longer serve the person or situation

Ways to shift limiting and stagnating beliefs / Perceptions

To make conscious that which has been unconscious

Pathways to new insights, authentic truth

Alignment / Integrity

## IN ORDER TO MASTER THE ROLE OF CHALLENGER, YOU MUST:

- Question any and all of your beliefs & judgments
- Require the agreement that others step into a Creator role
- Focus on the opportunities for growth embedded in events
- Have a healthy relationship with authentic anger: yours and others'
- Not take personally others' judgments, attacks, or stories about you
- Be willing to stand in the face of uncertainty, discomfort, and authentic feeling states

## CHALLENGERS...

provide loving pressure to create alignment

tap into authentic anger, which clarifies desires and motivates action

face what's no longer of service

accept and commit to learn from an event

facilitate action

question beliefs and thoughts

take responsibility for what's happening

## VILLAINS...

seek to make wrong and punish from fear

remain in thought-patterns of blame, righteousness & criticism

defend their beliefs and behaviors

believe events should have not happened

get stuck in reaction

judge actions and beliefs as right or wrong

look for others to blame

**THE KEY CHALLENGE OF THE CHALLENGER** is to detach from personal beliefs and judgements, which keeps him or her in a Villain role instead of a Challenger role.

## KEY BELIEFS OF THE VILLAIN ROLE:

"This should not have happened."

"You are wrong."

"This should be solved now."

"Suffering should be stopped."

"You/I should know better."

"This option is better than that option."

"I must control this."

"I am right."

"Get over it."

"This is a waste of time."



## THE MASTER SKILL OF THE CHALLENGER: PROVIDING LOVING PRESSURE IN THE FACE OF DISCOMFORT

Challengers are willing to be with their own and others' discomfort while the other shifts from Victim to Creator. These are ways to stand in the face of discomfort with presence:

- Breathe and move.
- Expect resistance. And, it's not personal.
- Understand that fear manifests as fight, flight, freeze or faint. See these as just another expression of fear.
- Open your heart enough to trust that your ability to challenge is deeply of service to the other.
- Know that you are providing the container where people feel safe to get messy. Stay with it until the end.

### UNDER-PRESSURE BELIEFS THAT WILL MOVE YOU BACK ON THE TRIANGLE:

- "I will lose something important to me (approval, control, security) and, therefore, suffer."
- "I'll be judged as unkind and disrespectful."
- "I doubt this mess will really be of service."
- "If I were doing this better, there wouldn't be this much intensity/messiness."

### CHALLENGER QUESTIONS

To someone in the triangle

Would you be willing to claim that you are committed to this situation occurring in your life?

Are you willing to take 100% responsibility for this issue?

Are you willing to let go of being right about this issue?

Are you willing to feel all of your feelings about this issue?

Are you willing to reveal to others all of your withholds?

Are you willing to let go of taking this issue seriously?

To Creators

How did you create this?

How are you keeping this going?

How is this costing others around you?

What are you most afraid of?

What truths have you not told?

What can you appreciate about this situation, just as it is?

### F.A.C.T. PROCESS

Challengers use questions and the F.A.C.T. process to guide creators through a process of moving through obstacles to take action.

Creator: Complain about the issue for 2 minutes. When you're ready, step into a place of 100% responsibility and get curious.

Challenger: Ask the following questions in this order.

1. What have I not yet directly faced about this issue? (If the answer is "I don't know," acknowledge your unwillingness to shift the issue. Challenger stops, and the process ends.)
2. What is the hardest thing to accept about this issue? (If the answer is "I don't know," go back to the previous question.)
3. What do you really want? What do you choose now? (If the answer is "I don't know," go back to the previous question.)
4. What is an easy measurable way you can take action to begin creating what you really want? By when? (If the answer is "I don't know," go back to the previous question.)

When Victims take responsibility they become Creators, empowered to bring forth the life that they want. A Creator is vision-focused and passion-motivated. Creators get curious as they take responsibility for everything that happens in their life. Creator is the foundation of all three roles (Coach, Challenger, Creator) because they are all committed to personal empowerment and taking 100% responsibility.

## SEEKS OUT:

Curiosity/Learning

Possibilities

Self-empowerment

Vision/Passion

Relationships with other Creators (Co-Creators)

Fun & Play

## IN ORDER TO MASTER THE ROLE OF CREATOR, YOU MUST:

- Commit passionately to your vision
- Use your energy for creativity instead of drama
- Be willing to release your attachment to being right
- Be willing to move forward in the face of fear and anxiety
- Consciously choose where you place attention
- Invite others to create with you
- Engage with life in a spirit of ease and playfulness

## CREATORS...

see themselves as powerful

focus on possibility

allow all their emotions to move through them

focus on what they want

question their beliefs

create from passion

see multiple options

are comfortable with the unknown

see others as equals and allies

## VICTIMS...

see themselves as powerless

focus on scarcity

resist their emotions and remain at the effect of them

focus on what they don't want

defend their beliefs

do what they "should"

look for others to blame

don't see choices

see themselves as less than others

**THE KEY CHALLENGE OF THE CREATOR** is to welcome feelings of fear rather than resist them. When resisted, fear creates a Victim.

## FEAR-RESISTING STRATEGIES THAT DEEPEN VICTIMHOOD:

Fight/Flight/Freeze/Faint

Holding breath & body position

Justifying (not questioning) beliefs

Avoiding uncomfortable sensations

Maintaining addictive behaviors

Checking out

Dismissing, overriding, or editing authentic wants and expressions

Holding tightly to the illusion of control

Ignoring boundaries

## THE MASTER SKILL OF THE CREATOR: PRESENCING AUTHENTIC FEAR

Fear is just energy – an essential ingredient in the creative process. Fear lets you know you are moving into new and unfamiliar territory. It creates a heightened awareness to what is really needed. Below are some tools available to allow, accept, and welcome this catalytic energy.

- Describe in detail the sensations of fear you experience in your body (pay particular attention to your abdomen).
- Make a sound (without words) that expresses how scared you feel.
- Allow yourself to shake in a way that matches your experience of fear.
- Repeat out loud, three times, “I feel scared when I think about \_\_\_\_\_.”
- Take 100% responsibility for your experience by saying out loud: “I’m scaring myself.”
- Ask yourself, “Could I allow this fear to be here, just for now, as best I can.”
- Breathe deeply into your belly while gently moving your spine.

### QUESTIONS TO ENHANCE CREATOR POWER:

What am I not facing?

What do I REALLY want?

What is the opposite of my story?

What withholds have I not revealed?

What feelings have I not fully felt about this issue? (sad, scared, anger, joy, sexual)

How are people and circumstances being my allies?

I wonder what a win-for-all solution looks like?

If there were no obstacles, what would I be doing with my creative energy?

How can I play with this issue?

What am I distracting myself from doing or knowing around this issue?

How am I using this issue to keep me from my magnificence?

### 100% RESPONSIBILITY PROCESS

Creators use this process to shift from toxic fear to trust by claiming their unconscious commitments and creative power.

1. Identify an issue/problem/potential about anything going on in your life. Speak about the issue in “unenlightened” terms. Be dramatic. Ham it up. Blame overtly.
2. Step into 100% responsibility. Physically find a place in the room that represents your commitment to being 100% responsible for the situation.
3. Gain insight by completing these statements, repeating each of them several times, until you have what feels like a breakthrough:
  - From the past this reminds me of...
  - I keep this issue going by...
  - What I get from keeping this issue going is...
  - The lifelong pattern I’m noticing is...
  - I can demonstrate 100% responsibility concerning this issue by...
4. If during Step 3, you do not experience a shift, go back to Step 1 and repeat the process.