

MASTERY: HOPE OR FEAR COACHING TOOL

HOPE AND THRIVE FRAMEWORK	Internal or External Event Master Your Destiny	
<p>Emotions</p> <ul style="list-style-type: none"> • Hope • Positive Energy • Flow • Optimism, Inspiration and Faith • Happiness 	<ul style="list-style-type: none"> • High Trust and Open to Learning • Shift Expectations, Eliminate Tolerations, Check Reality of Perceptions • Collaborates • Win-Win Mindset • Enhances Own and Others' Destiny 	<p>Hope Behavior</p> <ul style="list-style-type: none"> • Experiment and Evolve • Accept and Connect • Persist • Possibilities or Solutions • Forgive • Resilience

Smarter coaching behaviors to help clients master their destiny and focus their outcomes.

ICF Competency #5: Active Listening by attending to client's agenda; summarizes, mirrors, pauses, clarifies, reflects, reinforces, accepts, encourages and integrates.

ICF Competency #6: Powerful Questions that evoke discovery, insight and create greater possibility.

ICF Competency #8: Creating Awareness to help clients discover for themselves new thoughts, beliefs, perceptions and responses.

Do's and Don'ts when in the Hope Growth Cycle:

Do:

- Design environment
- Acknowledge behavior
- Coach to a solution
- Stay in the present

Do not:

- Stay too cerebral
- Dismiss behavior
- Fix it
- Go backward or speed forward

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FEAR AND SURVIVE FRAMEWORK

	<p>Internal or External Event Derail Your Destiny</p>	<p>Fight</p> <ul style="list-style-type: none"> • Shout, Explode, Tension, Bully, Demand, Push, Power-Plays, Threaten, Dismiss or Intimidate, Protect Turf
<p>Emotions</p> <ul style="list-style-type: none"> • Fear • Negative Energy • Hijacked • Anxiety, Anger and Angst • Silence or Violence 	<ul style="list-style-type: none"> • Low Trust and Closed to Learning • Resist, Protect and Defend • Excuse, Attack, Blame, Shame, Withdraw, Project, Rationalize, Stay Silent • Isolates • Win-Lose Mindset • Enhances Others' Power 	<p>Fear Behavior</p> <ul style="list-style-type: none"> • Fight, Flight, Freeze or Flock • Protect and Reject • Resist • Blame and Games • Problems
		<p>Flight</p> <ul style="list-style-type: none"> • Withdraw, Sarcastic Humor, Silent, Passive-Aggressive, Shame, Guilt, Deflect, Incriminate Others

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Do's and Don'ts when in the Fear Derailment Cycle:

Do:

- Design environment
- Accept client's emotions
- Listen and explore their fear
- Restate, clarify, encourage
- Inquire: *What if?*
- Stay in the present

Do not:

- Argue
- Debate
- Dismiss their fear
- Take things personally
- Fix it
- Go backward or speed forward