

THE COACH TRAINING – SESSION 4 PRACTICE FACILITATING DISCOVERY AND EVALUATING EFFECTIVENESS

MESSAGE Training

ASSIGNMENT 1: Write down an example of an unhealthy Thought (T) that led to an Emotion (E) that led to an Action (A) this week and be prepared to share with your mentor. Note the unhealthy emotion is the easiest way to start:

Unhealthy Thought (T): _____
Unhealthy Emotion (E): _____ (start here)
Unhealthy Action (A): _____

ASSIGNMENT 2: Read Chapter 6 of *FREEDOM: How Grace Transforms Your Life Now*. Watch the two Videos on Difficulties in the SESSION 4 training that can be found by going to <http://www.livestransforming.com/> and then to the following menus: **Training – The COACH – SESSION 4**.

Scripture: “Consider it a sheer gift, friends, when tests and challenges come at you from all sides. You know that under pressure, your faith-life is forced into the open and shows its true colors. So don’t try to get out of anything prematurely. Let it do its work so you become mature and well-developed, not deficient in any way.” **James 1:2-4 (MSG)**

Write about a time when a difficult circumstance caused you to experience unhealthy emotions. This assists in identifying potential underlying unhealthy beliefs:

ASSIGNMENT 3: Read Chapter 7 of *FREEDOM: How Grace Transforms Your Life Now*. Watch the two Videos on Fixing in the SESSION 4 training that can be found by going to <http://www.livestransforming.com/> and then to the following menus: **Training – The COACH – SESSION 4**.

Scripture: Trying to Fix People is Dangerous. Consider these paraphrased verses out of **Romans 14 (MSG)**:

Verse 4: If there are corrections to be made or manners to be learned, *God can handle that without your help.*

Verse 8-9: *It’s God we are answerable to—all the way from life to death and everything in -between—not each other.* That’s why Jesus lived and died and then lived again: so that he could be our Master across the entire range of life and death, and free us from the petty tyrannies of each other.

Verse 13: *Forget about deciding what’s right for each other.* Here’s what you need to be concerned about: that you don’t get in the way of someone else, making life more difficult than it already is.

Verse 22: *Cultivate your own relationship with God, but don’t impose it on others.*

Write about a time when you tried to fix someone and it backfired to assist in identifying underlying unhealthy beliefs:

(Note to Facilitator: Explain the relational growth continuum from co-dependence to independence to inter-dependence)

ASSIGNMENT 4: Keep practicing the pyramid from Session 1 with yourself or others during the week. **Download the “Freedom Pyramid”** at: <http://www.livestransforming.com/download/Pyramid.pdf>

FACILITATION Training

During The COACH training, you will learn how to use **S.A.F.E.** discipling.

SESSION 2: SUPPORT: **T.E.A.C.H.:** (1) Truth (2) Empathy (3) Ask (4) Communicate (5) Hope [The 5 Steps]

SESSION 3: ASSESS: Assesses Willingness

SESSION 4: FACILITATE: Moving to Discovery

SESSION 4: EVALUATE: Evaluating Effectiveness

Session 4 focuses on the “F” and the “E” in S.A.F.E., which is Facilitate Discovery and Evaluate Effectiveness.

Facilitate Discovery

Paul realized that individuals try to find their value, worth, and identity in performing (rule keeping) and other people's opinions (peer-pleasing) as opposed to finding their identity in Christ. (See the short 3-minute video at this link: <http://www.livestransforming.com/sharing-the-gospel/>)

Scripture: "Is it not clear to you that to go back to that old *rule-keeping, peer-pleasing* religion would be an abandonment of everything personal and free in my relationship with God? I refuse to do that, to repudiate God's grace. If a living relationship with God could come by *rule-keeping (or peer-pleasing)*, then Christ died unnecessarily. – **Gal. 2:21** – MSG

Scripture: "So I quit being a "law man" so that I could be *God's* man. Christ's life showed me how, and enabled me to do it. *I identified myself completely with him.*" – **Galatians 2:19** – MSG

Facilitate Discovery – Downward Arrow: Once we provide Support (TEACH acronym) and Assess Willingness, then it is time to facilitate discovery once the person you are coaching is willing. **You have already learned the most important way to facilitate discovery by using the Freedom Pyramid and asking, "What does that mean to you?" or "Why does that bother you?"** Because you keep asking the question until you get to the underlying belief, we call this the downward arrow technique (going down deeper and deeper until you get there). Once you get to the underlying belief (where the person is attaching their value) then you help the individual find Truth (that their value comes from Christ etc.) and allow the Truth to set the person free from the unhealthy emotions and actions by moving around the Freedom Pyramid.

Facilitate Discovery – 13 More: Although the downward arrow technique is powerful, many other techniques are also very effective (See Facilitation Techniques below). When one technique is not effective, you can try others. Throughout the Gospels, you see Jesus asking questions and telling stories. Throughout Paul's letters, you see the use of various forms of logical argumentation and rhetorical devices to teach the churches he was writing to during the 1st century. All these are techniques to facilitate discovery of God's Truth by the hearers and readers almost 2,000 years ago.

ASSIGNMENT 5: This week apply all you have learned (TEACH, Assess Willingness) and then use at least one of the 13 Facilitation Techniques with the Freedom pyramid. Write down a situation where you facilitated discovery this week:

1. _____

Evaluate Effectiveness

Scripture: Fools are headstrong and do what they like; *wise people take advice.* - **Proverbs 12:15** (MSG)

Scripture: If you *listen to constructive criticism*, you will be at home among the wise. If you reject discipline, you only harm yourself; but if you listen to correction, you grow in understanding. - **Proverbs 15:31-32** (NLT)

Evaluate Effectiveness: The final step to SAFE discipleship is to evaluate effectiveness. Once you take the person through the Freedom Pyramid to help discover Truth (value comes from Christ) the final step is to evaluate effectiveness. Another way of saying this is to "beg for criticism!" This is very powerful and important part of your growth.

Simple Examples of "Evaluating Effectiveness Questions" used after you go through the pyramid:

1. You say, "I've enjoyed talking with you. Is there anything that I said that might have offended you?"
2. You say, "Thank you for sharing. Can you share what might have been the most productive and least productive about our discussion?"
3. You say, "It felt like God was working during our discussion. Was there anything in particular that you noticed that God revealed to you? Was there anything I did or said that might have made you uncomfortable?"

ASSIGNMENT 5: This week apply all you have learned (SAFE & TEACH) to take a person around the pyramid and then at the end, "Evaluate Effectiveness". Write down an example of evaluating effectiveness at the end of a discussion.

1. _____

14 Facilitation Techniques By David D. Burns, M.D.

Uncovering Techniques	
1. Individual Downward Arrow	Draw a downward arrow under a negative thought on your Daily Mood Log and ask yourself, "Why would it be upsetting to me if this thought were true? What would it mean to me?" A new negative thought will come to mind. Write it down under the arrow and repeat this process several times. When you review the chain of negative thoughts, along with the list of Common Self-Defeating Beliefs (SDBs), you can pinpoint the attitudes and beliefs that make you vulnerable to depression and anxiety, such as Perfectionism, the Achievement Addiction, or the Brushfire Fallacy.
2. What-If Technique	<p>This Uncovering Technique was developed specifically for anxiety. Draw a downward arrow under a negative thought on your Daily Mood Log and ask yourself, "What if that were true? What's the worst that could happen? What do I fear the most?"</p> <p>A new negative thought or fantasy will come to mind. Write it down under the arrow and repeat this process several times. You'll generate additional thoughts that will lead to the fantasy that frightens you the most. Then you can ask yourself, "How likely is it that this would happen? And could I live with it if it did?"</p>
Basic Techniques	
3. Empathy	<p>When we're upset, we need someone to listen and see the world through our eyes <i>without</i> trying to cheer us up, help us, or give us advice. Although this won't usually lead to a cure, it can be a relief to know that someone's listening.</p> <p>You can learn to empathize when you're trying to help a friend or family member who feels upset. Usually, all they really want is for you to be a good listener.</p>
Compassion-Based Techniques	
4. Double Standard Technique	Instead of putting yourself down, talk to yourself in the same compassionate way you might talk to a dear friend who was upset. Ask yourself, "Would I say such harsh things to a friend with a similar problem? If not, why not? What would I say to him or her?"
Truth-Based Techniques	
5. Examine the Evidence	Instead of assuming that your negative thought is true, examine the evidence for it. Ask yourself, "What are the facts? What do they show?" Do an experiment to test the validity of your negative thought, in much the same way that a scientist would test a theory. Ask yourself, "How could I test this negative thought to find out if it's really true?" For example, if you believe you're on the verge of losing control and cracking up during your panic attacks, you can test this belief by trying to drive yourself crazy through willful effort. You can roll around on the floor, flail your arms and legs in the air, and speak gibberish. It can be a relief to discover that you <i>can't</i> go crazy, no matter how hard you try.
6. Reattribution	Instead of blaming yourself entirely for a problem, think about the many factors that contributed to it. Ask yourself, "What caused this problem? What did I contribute and what did others contribute? What can I learn from the situation?" Instead of thinking about your problems in black-and-white categories, you can evaluate them in shades of gray. When things don't work out as well as you'd hoped, you can think of the experience as a partial success or learning opportunity. Pinpoint your specific errors instead of writing yourself off as a total failure.

Logic-Based Techniques

8. Socratic Method

Ask yourself questions that will lead to the inconsistencies in your negative thoughts. For example, you might ask yourself, "When I say that I'm a 'failure at life,' do I mean that I fail at some things some of the time, or all things all of the time?"

If you say, "some things some of the time," you can point out that this is true of all human beings. If you say, "all things all of the time," you can point out that this isn't true of anyone, since no one fails at everything.

Semantic Techniques

9. Define Terms & Be Specific

When you label yourself as "inferior," "a fool," or "a loser," ask yourself what those labels mean. What's the definition of "a fool" or "a loser"? When you try to define these terms, you'll discover there's no such thing as "a fool" or "a loser." Foolish behavior exists, but "fools" and "losers" do not. Stick with reality and avoid judgments about reality. For example, instead of thinking of yourself as defective or worthless, you can focus on your **specific** strengths and weaknesses.

Quantitative Techniques

10. Self-Monitoring

Keep track of repetitious negative thoughts or anxiety-producing fantasies by counting them. You can keep a 3x5 card in your wallet or pocket and put a tick mark on it each time you have a negative thought. Alternatively, you can wear a wrist-counter like the ones golfers use to keep track of their scores. Record the total number of negative thoughts each day on your calendar. Often, the upsetting thoughts will diminish or disappear within two to three weeks.

Humor-Based Techniques

11. Paradoxical Magnification

Instead of trying to refute your negative thoughts, you can buy into them and exaggerate them. Try to make them as extreme as possible. For example, if you feel inferior, you could tell yourself, "Yes, it's true. In fact, I'm probably the most inferior person in California at this time." Paradoxically, this can sometimes provide objectivity and relief. Of course, if you're really upset, this technique may have the unintended effect of making you feel even worse. If so, try another method.

Role-Playing Techniques

12. Externalization of Voices

This technique transforms intellectual understanding into emotional change at the gut level. It's the most powerful of all the CBT techniques, but it can be quite challenging and even a bit upsetting at first.

You and another person will take turns playing the role of your negative thoughts and the role of your positive thoughts. The person playing the negative thoughts attacks, and the person playing the positive thoughts defends. Use role-reversals when you get stuck.

In the "I-I" version of the Externalization of Voices, both of you will speak in the first person, "I." In the "You-I" version, the person playing the negative thoughts will speak in the second-person, "You," and the person playing the positive thoughts will speak in the first person, "I." The "I-I" method is gentle and safe, but less effective. The "You-I" method is more intimidating and challenging, but has far greater healing power.

Like the Externalization of Voices, you and the other person can also act out your worst fears, such as being rejected by an exceptionally hostile critic because you aren't smart enough or good enough. When you face your worst fear, you often gain liberation from it. Your worst fears don't usually turn out to be real monsters, but figments of your imagination that you can defeat with a little logic, compassion, and common sense.

<p>13. Devil's Advocate Technique</p>	<p>This is a Role-Playing Technique. Another person plays the role of the Devil who tempts you to drink, overeat, procrastinate, or date the wrong person. Your job is talk back to those thoughts in real time. Use role-reversals when you get stuck.</p> <p>For example, if you're struggling to stick with your diet, imagine being in a mall where fast food is sold. The Devil might say, "Gee, why don't you go and get one of those hot, buttery cinnamon buns? They just came out of the oven. It would taste so good. You deserve it!"</p> <p>You can fight back and say, "I don't need a cinnamon bun, and I'll feel terrible if I give in. I'm determined to stick with my diet, and I'm looking forward to fitting into more attractive clothes." The Devil will try to break you down again, and you can fight back.</p> <p>This method can be surprisingly challenging, especially if the Devil is familiar with your own rationalizations and expresses them in a seductive and persuasive manner.</p>
<p>Spiritual Techniques</p>	
<p>14. Acceptance Paradox</p>	<p>Instead of defending against your own self-criticisms, you can find truth in them and accept your shortcomings with tranquility. Tell yourself, "It's true that I have many inadequacies. In fact, there is very little, if anything, about me that couldn't be improved considerably."</p>