

THE COACH TRAINING – SESSION 2 PRACTICE SUPPORT WITH THE 5 STEPS

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

Scripture: What actually took place is this: I tried keeping rules and working my head off to please God, and it didn't work. 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. Indeed, I have been crucified with Christ. My ego is no longer central. It is no longer important that I appear righteous before you or have your good opinion, and I am no longer driven to impress God. Christ lives in me. The life you see me living is not "mine," but it is lived by faith in the Son of God, who loved me and gave himself for me. I am not going to go back on that. 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, then Christ died unnecessarily. – **Galatians 2:19-21 (The Message)**

Write about a time when you connected your value or worth with your performance. This assists in identifying potential underlying unhealthy beliefs:

ASSIGNMENT 3: Read Chapter 3 of *FREEDOM: How Grace Transforms Your Life Now*. Watch the two Videos on Used by God in the SESSION 2 training that can be found by going to <http://www.livestransforming.com/> and then to the following menus: **Training – The COACH – SESSION 2**.

Scripture: "Are you tired? Worn out? Burned out on religion? Come to me. Get away with me and you'll recover your life. I'll show you how to take a real rest. Walk with me and work with me—watch how I do it. Learn the unforced rhythms of grace. I won't lay anything heavy or ill-fitting on you. Keep company with me and you'll learn to live freely and lightly." – **Matthew 11:28-30 (The Message)**

Write about a time when you connected your value or worth with being used by God. This assists in identifying potential underlying unhealthy beliefs:

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) <u>T</u> ruth (2) <u>E</u> mpathy (3) <u>A</u> sk (4) <u>C</u> ommunicate (5) <u>H</u> ope [The 5 Steps]
SESSION 3: ASSESS:	Assesses Willingness
SESSION 4: FACILITATE:	Moving to Discovery
SESSION 4: EVALUATE:	Evaluating Effectiveness

Session 2 focuses on the "S" in S.A.F.E., which is Support. Support consists of learning to implement the 5 Steps.

SUPPORT: THE FIVE STEPS

STEP #1: Disarm with TRUTH

It is not uncommon to have an individual criticize or verbally attack the facilitator by arguing. In response, the facilitator has a tendency to defend or blame, which causes more problems. When this situation occurs the facilitator needs to learn how to disarm the person. In order to disarm you must find "some genuine" truth in what the other person is saying, even if it seems totally unreasonable or unfair.

Scripture: "Welcome with open arms fellow believers who don't see things the way you do. And don't jump all over them every time they do or say something you don't agree with—even when it seems that they are strong on opinions but weak in the faith department. Remember, they have their own history to deal with. Treat them gently." – **Rom. 14:1 MSG)**

Example: **From a person you are coaching:** "You are not listening! I thought you were supposed to support me."
The Coach's Response: It's true, sometimes I don't listen very well.

STEP #2: Extend EMPATHY

After learning to disarm by finding some truth (step 1) you must learn to extend Empathy (step 2). Empathy is repeating and rephrasing the thoughts that a person says so they know you are listening and then repeat back how they are feeling.

Scripture: "Even though I am free of the demands and expectations of everyone, I have voluntarily become a servant to any and all in order to reach a wide range of people: religious, nonreligious, meticulous moralists, loose-living immoralists, the defeated, the demoralized—whoever. I didn't take on their way of life. I kept my bearings in Christ—but *I entered their world and tried to experience things from their point of view.* I've become just about every sort of servant there is in my attempts to lead those I meet into a God-saved life. – **1 Corinthians 9:19-23**

Example: **From a person you are coaching:** "You are not listening! I thought you were supposed to support me."
The Coach's Response: It seems you are quite frustrated because you don't believe I support you.

STEP #3: ASK Questions: After learning to disarm by finding some truth (step 1), getting into their world by extending Empathy by reflecting and rephrasing thoughts & feelings (step 2), you must learn to Ask questions (step 3). This comes from a genuine desire and curiosity to know more about what they are experiencing. ASK uses gentle, probing questions to learn more about what the other person is thinking and feeling.

Scripture: Notice How Jesus responded to the religious scholars question regarding how to get eternal life... "Just then a religion scholar stood up with a question to test Jesus. 'Teacher, what do I need to do to get eternal life?' He answered, 'What's written in God's Law? How do you interpret it?'" - **Luke 10:23 (The Message)**

Example: **From a person you are coaching:** "You are not listening! I thought you were supposed to support me."
The Coach's Response: Help me understand what it would look like to support you.

STEP #4: COMMUNICATE: After learning to disarm by finding some Truth (step 1), getting into their world by extending Empathy by reflecting and rephrasing thoughts & feelings (step 2), after Asking questions to understand what their thinking and feeling (step 3), we now move to Communication/Assertiveness (Step 4). Communication integrates "**I Feel**" Statements, expressing your own ideas & feelings in a direct, tactful manner. This means eliminating "you" and sticking to "I" after disarming, empathizing, and inquiring. (NOTE: I feel statements are only necessary if you feel a need to clarify, not excuse, or defend your position.). Helpful Hint – It is often helpful to ask permission prior to an "I feel" statement and to remind the listener that you may be wrong.

Scripture: Look at how Jesus encourages us to engage with open and honest communication: "Keep open house; be generous with your lives. By opening up to others, you'll prompt people to open up with God, this generous Father in heaven." – **Matthew 5:16 (The Message)**

Example: **From a person you are coaching:** "You are not listening! I thought you were supposed to support me."
The Coach's Response: May I share with you my perspective, even though I may be off base? (Wait) Sometimes I feel I am listening, but in order for you to feel supported, I am required to agree with you.

STEP #5: HOPE: After learning to disarm by finding some Truth (step 1), getting into their world by extending Empathy by reflecting and rephrasing thoughts & feelings (step 2), after Asking questions to understand what their thinking and feeling (step 3), and using Communication/Assertiveness when necessary (Step 4), we move the conversation to HOPE (step 5). Hope is using encouragement to convey an attitude of respect and finding something genuinely positive to say to the other person, which gives them courage! It also affirms the relationship and indicates a desire to keep communication lines open.

Scripture: Jesus knows the power of words. Look at how he brings hope and encouragement into Peter’s world in Matthew 16:18 (The Message) “And now I’m going to tell you who you are, *really* are. You are Peter, a rock. This is the rock on which I will put together my church, a church so expansive with energy that not even the gates of hell will be able to keep it out.”

Example: **From a person you are coaching:** “You are not listening! I thought you were supposed to support me.”
 The Coach’s Response: Thank you for sharing with me today, I appreciate your honesty and admire your courage to address the challenges you are facing.

NOTE: It is common to spend a lot of time in disarming and empathy in a high-conflict situation. Many situation diffuse and resolve by just using disarming and empathy alone.

ASSIGNMENT 5: This week you need to practice the 5 steps. This is simple and takes only about 5 – 10 minutes. The goal is to practice one time per day.

First, you have someone intentionally criticize you (it can be fiction or nonfiction) and then respond to them by finding some truth in what they are saying. Then repeat and rephrase the thoughts and feelings that a person says so they know you are listening and they can recognize their meaning. After extending empathy then ask non-leading questions. Use the “I feel” statements only if necessary and remember to ask permission first. Finally, extend hope by encouraging the person you are coaching. Then record at least one of the situations where you practiced the 5 steps below. It is important to remember that you won’t necessarily use all 5 steps every time.

Step #1 (Truth): _____

Step #2 (Empathy): _____

Step #3 (Ask): _____

Step #4 (Communicate): _____

Step #5 (Hope): _____

[WARNING: Close family members will be the most difficult people to practice with so you may want to let them know you are just practicing!]