



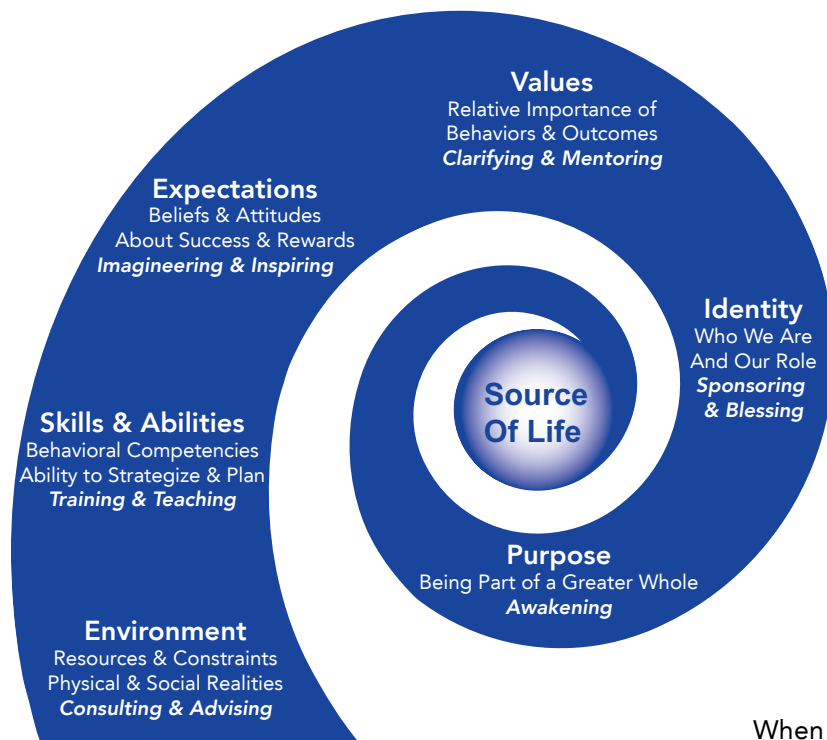
Clergy Leadership Institute

ENABLING INNOVATION AT THE **SPEED OF LIFE**

Competent Coaching

The Coaching Spiral

Fact Sheet 1



The words in italics in each domain describe the type of coaching that is needed to help accomplish your goals in each domain.

Environment: What environmental factors or physical and social resources do you need to enhance your performance? Or, what kind of environment enables you to be your best?

Skills: Do you need to learn new skills or improve your skills to enhance your performance to achieve your goals?

Motivation: Do you need to increase your motivation to improve your performance. To increase motivation focus on clarifying and aligning the four components of motivation: your Expectations, Values, Identity, and Purpose.

Expectations: When you use a skill, how successful do you believe you will be? What do you need to increase your expectancy of success?

Values: What do you value about the desired goal? If you highly value the goal you will be more motivated.

Identity: Who are you and what role do you play? How will this goal help you express your identity?

Purpose: What is your purpose for being? Does the goal invite you to manifest your core purpose.

The specific levels are adapted from Robert Dilts' and Gregory Bateson's Logical Levels of Learning. See From Coach to Awakener, Dilts, R. (2003) Meta Publications Capitola, CA

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The Unfolding Spiral of Life

Problems exist in a linear, either/or world. Solutions exist in the spiral world of: "both and" and "more".

The six domains of human performance are: environment, skills, expectations, values, identity, and purpose. These overlap and are interrelated organically with a partial order of significance.

Life unfolds and flows from the Source in generative ways when there are no disconnects between the organically related domains. As we look to develop our lives or organizations we need to ensure that each thing that we affirm or do is consistent and congruent with the other domains to allow life to flow and be lived completely. If we are saying Yes! in some domains and then No! in others, such as when we violate our values, there will be a disconnect and those factors in domains further out from the Source will be deprived of life.

Locating Resources

When we have set goals then we can use the spiral to locate the resources that we will need to achieve the goal. Any change that we make in one domain will transform the domains further out from the source. On the other hand changes at one domain are not likely to impact the domains closer to the source.

Resolving Conflict

You can not solve a problem from the same level of consciousness that created it. Albert Einstien.

Conflict can not be resolved at the same domain as it occurs. We must go closer to the Source of Life to find places of commonality upon which we build community

While many church arguments appear to occur in the domain of environment, such as deciding on the shape of worship; or the domain of skills and abilities, such as deciding on who can or cannot be ordained. These conflicts can only be resolved by discovering commonality in the domains closer to the Source. Where there is fundamental disagreement over the purpose of the church, no resolution will be possible to conflicts occurring in the other domains. At these times it is probably best for people to sit in silence with each other until they can hear each other's heart beat and together listen to the heartbeat of the Source of Life.

Don't try lighting a fire under people to motivate them. All you'll get is burnt butts. Rather, find the fire that is within them and fan it.

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