

Coaching by Level of Effectiveness



Level	Language Cues	Energy (Coach/Client)	Level Needed for Healing	Coaching Tools
<p style="text-align: center;">1 Hopelessness</p>	<p>I can't; what's the point; yeah but; you don't understand; that won't work; I'm worthless; resigned/passive victimhood; unable to see ANY other perspective. Saboteur voice is so loud client cannot differentiate saboteur from self.</p>	<p>Heavy, dense, tired, sad</p> <p>Warning: Coach can lose their own trust in process</p>	<p>7-Synchronicity</p> <p><i>Love and compassion</i></p>	<p>Holding client in light and perfection; holding hope for the client even when they can't see it</p> <p>Referral if necessary</p> <p>Using metaphor to be present to the energy</p> <p>Non-resistance and witnessing</p> <p>Naming the emotion</p>
<p style="text-align: center;">2 Fear</p>	<p>What if _____ happens? It's too risky; I need to be careful; I don't do that sort of thing; (FEAR = False Evidence Appearing Real); stuckness.</p>	<p>Jangled, frenetic, and/or frozen, pulling away, backing up, client disappears</p>	<p>6-Innovation</p> <p><i>Reason and new evidence and/or existing evidence</i></p>	<p>Reframing/taking a new perspective</p> <p>Process work—embracing/loving the fear</p> <p>Baby steps with accountability (create new evidence)</p> <p>Pointing to other areas of success</p> <p>Checking assumptions—is this <i>really</i> true?</p> <p>What's the worst that can happen?</p>

<p>3 Frustration</p>	<p>It's not my fault; they did it to me; I need to get even; I'm better than s/he is; why is everyone else so much luckier than me? Complaints; blame things or people outside me; victim/retribution. I need to prove myself, justifications.</p>	<p>Hot, volatile, unstable, dangerous, unpredictable</p>	<p>5-Engagement <i>Being a solution instead of a problem</i></p>	<p>Fulfillment/values—who do you want to be? Strengths focus Calling forth the highest self Create or refer to vision Boldness—what is your part of the situation? Call them on BS, challenge them to stop or change direction</p>
<p>4 Courage</p>	<p>Maybe; I might as well try; it can't be any worse; it's time</p>	<p>Unstable possibility</p>	<p>4-Courage <i>Going for it without the evidence</i></p>	<p>Any standard coaching strategies should work, however tight accountability is key because courage wanes on its own cheerleading, acknowledging; baby steps, values and vision, what would happen if you did nothing?</p>
<p>5 Engagement</p>	<p>Let's; I have an idea; what do you think of this? I think I can try that; let me tell you what I did that worked; great idea!</p>	<p>Eager, willing, reaching out, part of something bigger Open Heart</p>	<p>3-Frustration <i>What is it time to stop tolerating?</i></p>	<p>Any competent coaching works great at this level and most coaching clients come to you in this level Vision / Future Self Solution focus, good mix of forwarding the action and deepening the learning; deep reflection is important Recalling successes and strengthening those neural pathways</p>

<p>6 Innovation</p>	<p>I can see my patterns; what I have been doing no longer makes sense so I need a new way; what are the resources I can use; open to possibilities</p>	<p>Solid, thoughtful, reflective, unattached Open Mind</p>	<p>2-Fear <i>What else do you need to be aware of?</i></p>	<p>Share research-based information (brain, consciousness) Back off on calling forth and tight accountability—if a person is truly in this level, they don't need it Really encourage and champion them making their own connections/meaning Brainstorming</p>
<p>7 Synchronicity</p>	<p>No complaints; I can see the blessing/gift; I need to shift something for myself in this situation</p>	<p>Peaceful, easy, joyous, light Open Soul</p>	<p>1-Hopelessness <i>What is it time to let go of?</i></p>	<p>At this level, coaching needs a light touch Guided meditations, non-traditional methodologies Speak to spiritual perfection, hold paradox of human/spiritual Coaching more partnership, less traditional; client “borrows” coach’s brain/intuition Focus on gratitude</p>

Additional Tools

- 7 Levels – teach client this and start using the language. Simple questions like “what level are you in now?” and “what level do you want to be in?” are surprisingly effective
- Teaching about basic brain function (amygdala hijack)
- Mirror neurons – your body (as the coach) knows what is going on over there (in the client)
- Walking through the 7 levels with the 7 questions in italics
- At all levels, encouraging mindfulness can also be hugely effective, either in the coaching session or as homework