UNDERLYING PHILOSOPHIES

WHY Do You Do What You Do HOW You Do It?

YOUR HOSTS TODAY

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REMINDER...

"RATIONALE" ANSWERS THESE QUESTIONS:

1) HOW Is Your Transformation Unique?

2) WHY Do You Provide Your Function Within The Process Of Creating That Transformation The Way That You Do?

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THE 4 PHILOSOPHIES

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- **COMMUNICATION PHILOSOPHY:** How do you communicate within the learning environment?

FUNCTION PHILOSOPHY

"If you serve your function,
what type of results do you believe the client will achieve?"

FUNCTION PHILOSOPHY - THE 3 "T"S

1. Trackable Results

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2. Transformational Results

FUNCTION PHILOSOPHY - THE 3 "T"S

1. Trackable Results
2. Transformational Results
3. Transcendental Experiences

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Function Philosophy:

- When You Provide A Truly Unique Transformation, It Inevitably Creates Trackable Results AND Transcendental Experiences As A Byproduct

What Is Your

FUNCTION PHILOSOPHY?

COACHING PHILOSOPHY

"What type of coaching is necessary
to get those type of results?"

COACHING PHILOSOPHY - R V. P

1. Reactive vs. Predictive

REACTIVE COACHING

The coach believes that the client guides the process and therefore **addresses individualized needs as they arise.**

The client must ask questions, request specific advice, and disclose what is happening in their lives or businesses in order for the coach to respond and support appropriately.

PREDICTIVE COACHING

To address current challenges, the coach views obstacles as symptoms of a larger problem and **focuses on solving the underlying issue.**

To address future challenges, the coach **anticipates the problems** that the client will eventually encounter and focuses on addressing them before they even arise.

The coach provides a prescription and set of steps for the client to take, along with an explanation of why, and the client must take action.

REACTIVE POLICING

Law enforcement simply responds to incidences as they arise and are reported.

PROACTIVE POLICING

Reported incidences are viewed as symptoms, which are evaluated to determine the underlying cause to be addressed.

COACHING PHILOSOPHY - R v. P

1. Reactive vs. Predictive
2. Results-Oriented vs. Process-Oriented

RESULTS-ORIENTED COACHING

The coach is heavily focused on specific, tangible results and desired outcomes. It is less important how the results are attained and more important that they are **attained by any means necessary.**

The coach may provide a set of steps for the client to take, but there is a diffusion of responsibility by the coach, placing the accountability squarely on the client's shoulders.

PROCESS-ORIENTED COACHING

The coach is completely focused on helping the client m**aster a specific process, technique, or strategy.** The results are less important than the value of the experience, transformation, and knowledge itself.

The coach is extremely intentional about the entire coaching process, and every interaction and piece of content is chosen with purpose. The client must commit to the process, even when it does not lead to results right away.

RESULTS-ORIENTED TENNIS COACHING
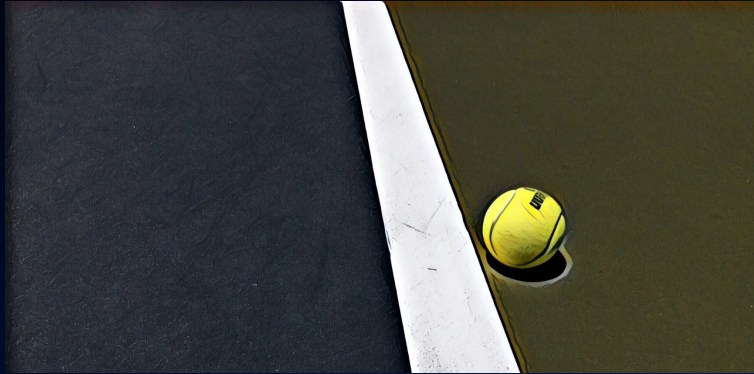
Tennis coaches encourage students to get the ball in, even if it means cheating or practicing bad technique. The coach and student are very focused on winning at all costs.

PROCESS-ORIENTED TENNIS COACHING

The tennis coach doesn't care if the ball goes in. They care if the student used proper technique, which will eventually lead to greater success at higher levels of tennis.

COACHING PHILOSOPHY - R V. P

1. Reactive vs. Predictive
2. Results-Oriented vs. Process-Oriented
3. Research-Based vs. Perception-Based

RESEARCH-BASED COACHING

The coach makes **decisions based on data, proof, and other evidence.** They conduct research, test methods themselves, and evaluate to determine a course of action.

The coach will typically give the client a lot of information and direct recommendations. The client will then take action accordingly.

PERCEPTION-BASED COACHING

The coach makes decisions and recommendations **based on a feeling or instinct** they have, or by helping the client get in-tune with and trust their own instincts.

This type of coach may also rely heavily on asking guided questions that allow the client to discover the answers for themselves.

RESEARCH-BASED INVESTING

Individuals invest in the stocks they've researched thoroughly. Their investment decisions are backed by data and hard numbers.

PERCEPTION-BASED INVESTING

Individuals invest in the stocks they have a good feeling about. Their investment decisions are based on a gut instinct.

COACHING PHILOSOPHY - R ∨. P

1. Reactive vs. Predictive
2. Results-Oriented vs. Process-Oriented
3. Research-Based vs. Perception-Based
4. Recipes Vs. Premise

RECIPES

The coach provides **step-by-step recipes, blueprints, and templates.** There is a specific way it must be done, without customization or personalization.

PREMISES

The coach provides **critical thinking exercises for the student to consider** and come to their own conclusions, enhancing their ability to think independently and intentionally in the subject matter.

RECIPES

Cooks use a recipe they've been provided. Their action steps are based on a template with explicitly stated step-by-steps.

PREMISES

Lawyers, while still respecting basic foundations of the law, work within the grey areas to come to their own conclusions and make their own arguments.

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Coaching Philosophy:

- Predictive, Process Oriented, Research Based Coaching
  That Uses Recipes For Foundations
  And Encourages Critical Thinking For Understanding

What Is Your

COACHING PHILOSOPHY?

DESIGN PHILOSOPHY

"What kind of learning environment is needed to provide that type of coaching?"

DESIGN PHILOSOPHY - LET'S PIECE IT TOGETHER!

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6. **Devices:** Left-Brained Vs. Right-Brained

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Design Philosophy:

- **Process:** Assisted Learning
- **Incentive:** Intrinsic Motivation
- **Environment:** Versatile Learning
- **Configuration:** Lectures & Critical Thinking Exercises
- **Elements:** Explicitly Stated Desired Outcomes, Visual & Written Resources, Support, Time Constraints, & Assessments
- **Devices:** Left-Brained And Right-Brained Learning Tools

What Is Your

DESIGN PHILOSOPHY?

COMMUNICATION PHILOSOPHY

"How do you communicate within the learning environment?"

COMMUNICATION PHILOSOPHY - REFOCUS CONVERSATIONS!

1. **Response:** Triggered vs. Automatic vs. Reflective

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4. **Objective:** Resolution Vs. Guidance Vs. Growth

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6. **Underpinning:** Intentional Vs. Impactal
7. **Style:** Static Vs. Adaptive

G.O.L.D. METHODOLOGIES ™

Communication Philosophy:

- **Response:** Reflective
- **Energy:** Empowered
- **Frame:** Adaptive (Answers, Questions, AND Dialogue)
- **Objective:** Adaptive (Resolution, Guidance, AND Growth)
- **Channels:** Adaptive (Oral, Written, AND Non Verbal)
- **Underpinning:** Impactal
- **Style:** Adaptive

What Is Your

COMMUNICATION PHILOSOPHY?

LET'S RECAP

What Did We Learn Today?

- **Reasoning Behind WHY You Serve Your Function The Way You Do (The 4 Philosophies):** Function Philosophy, Coaching Philosophy, Design Philosophy, Communication Philosophy

- **Function Philosophy:** Trackable Vs. Transformational Vs. Transcendental

- **Coaching Philosophies:** Reactive vs. Predictive, Results-Oriented vs. Process-Oriented, Research-Based vs. Perception-Based, Recipes Vs. Premise

- **Design Philosophy - Let's PIECE Together Your Philosophy!**
  - **Process:** Learning Vs. Discovery (Assisted/Unassisted)
  - **Incentive: I**ntrinsic Vs. Extrinsic
  - **Environment:** Game-Based, Inquiry-Based, Active Learning, Versatile Learning, Etc.
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  - **Elements:** Benchmarks, Outcomes, Resources, Constraints, Assessments
  - **Devices:** Left-Brained Vs. Right-Brained

- **Communication Philosophies - REFOCUS Your Conversations!**
  - **Response:** Triggered vs. Automatic vs. Reflective
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  - **Style:** Static Vs. Adaptive

HOMEWORK

Begin Outlining Your Function Philosophy,
Coaching Philosophy,
Design Philosophy, and
Communication Philosophy

UP NEXT...
Your Required Factor