

Hours	Instructional Time	Instructor	Description of the Session Content and Focus
1.5	<p>Session 1:</p> <p>Wednesday, October 6, 2021 8:30 – 10:00 AM Pacific Daylight Time</p> <p>Transforming Our Human Tendency to Focus on Problems</p>	Donna Zajonc MCC	<p>The principle in this first session is that the Problem Mindset is humanity's default way of seeing the world. Hence, clients are often reacting to and fixing themselves, their circumstances and how they relate to other people. As the course unfolds, participating coaches will experience how the Problem Mindset leads to a victim mentality and the roles of Victim, Persecutor and Rescuer that make-up the Dreaded Drama Triangle (DDT).</p> <p>The insight embedded in this principle is that problem thinking is deeply embedded in the human consciousness making it difficult for coaches to "see" and hear the many subtle ways reactive/problem thinking is behind most of their client's experiences and ultimately blocks their creative energy and what they want for their life. Minimizing the influence and power of the "problem consciousness" is a common coaching miscue.</p>
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1.5	<p>Session 2:</p> <p>Wednesday, October 13, 2021 8:30 – 10:00 AM Pacific Daylight Time</p> <p>Upgrading Your Human Operating System</p>	Donna Zajonc MCC	<p>The principle in the second Unit is that humans have an "operating system," as described through the FISBE mental model (Focus, Inner State and Behavior explained in Unit 2 of the eCourse) is a new idea for many. Once a coach understands the human operating system through the FISBE lens, it dramatically increases how coaches listen to their clients and coach them toward a shift from a Problem Mindset to the Outcome Mindset and the dreams they want to manifest. When coaches become skilled in this principle, they will shift how they listen to their clients, and what they listen for—problems or dreams?</p> <p>The insight is that clients believe they are just responding to their problems when they are actually reacting to their uncomfortable feelings created by the story they tell themselves about their problems. When coaches realize this false assumption, which is built into the Problem Mindset, coaches can avoid the miscue of simply problem solving with their clients and not listening for the dream that rests on the other side of their client's anxiety. Coaches then see that the Problem Mindset is an "anxiety management system" and not a problem-solving system.</p>
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1.5	<p>Session 3:</p> <p>Wednesday, October 20, 2021 8:30 – 10:00 AM Pacific Daylight Time</p> <p>The Creator's Impulse: Meeting the Creator Within</p>	Donna Zajonc MCC	<p>The principle in this Unit is that coaches must correct the mistaken identity of who we really are as human beings. Our true essence is an ongoing unfolding of creative intelligence. Therefore, as human beings we have a creative and innate intelligence which we call our "Creator essence." (Referred to in most coaching programs as "whole, resourceful and complete.") Coaches will be challenged to cultivate a deeper relationship with their "inner sense of knowing" as their true identity as a coach. This is the single most powerful way of becoming comfortable</p> <p>with their client's uncomfortable feelings, so they will relate to their clients as Creators without rescuing or fixing them. The victim mentality and mistaken identity that is rooted in the Problem Mindset and DDT roles, is the insight that guides this Unit. Without this shift, growth will be transactional and temporary and lack a deeper understanding that sustains the transformational shift from Victim-to-Creator. True vertical transformation comes from first shifting the mistaken identity of who they are as a coach, and how they view their clients. Without this insight, coaches are at risk of a profound coaching miscue.</p>

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1.5	<p>Session 4:</p> <p>Wednesday, October 27, 2021 8:30 – 10:00 AM Pacific Daylight Time</p> <p>Name it and Tame it</p>	Donna Zajonc MCC	<p>The principle in this Unit is the idea that there is liberating power in naming reactive habits and the roles clients play in response to their anxiety. When a client begins to see their habitual reactive experience and can label it, the act of labeling gives them distance and perspective from the reactive role. They are no longer “subject” to their inner thoughts and stories that keep them stuck in the DDT roles. Learning to hold their experience at a distance and see it as an “object” allows them to interrupt the idea that <i>they are their</i> experience.</p> <p>The insight in this Unit is how to support their clients to see and accept their drama strategies when they show up, so they can see them faster and transcend them sooner. This approach is unique and counterintuitive to the goal-setting strategy often found in many coaching programs that teach: “What goals can you set so you don’t go reactive and get stuck?” When clients can name their role, they begin to be liberated from their identity that believes “I am that role.” This coaching move normalizes their client’s reactivity patterns and creates much deeper insights into their habitual thinking and behavior.</p>
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1.5	<p>Wednesday, November 3, 2021 8:30 – 10:00 AM Pacific Daylight Time</p>	Peer Lead	You will meet in your small group of 3 or 4 to dialogue about what you are learning and practice some peer coaching.
Hours	Instructional Time	Instructor	Description of the Session Content and Focus
1.5	<p>Session 5:</p> <p>Wednesday, November 10, 2021 8:30 – 10:00 AM Pacific Time</p> <p>Making Shifts Happen</p>	Donna Zajonc MCC	<p>There are two principles in this Unit. First, when stuck in the Rescuer role, the focus is on being a “hero” by being helpful and accommodating while hoping to receive love in return for the good deeds.</p> <p>The insight about being stuck in the Rescuer role, is that it is disempowering to one’s self as well as those being rescued. This is another coaching miscue and if not confronted and transformed, will keep a coach small and unknowingly disempowering their clients.</p> <p>The second principle addresses the Persecutor-to-Challenger shift. In order to control their anxiety, one uses various ways to take control and dominate the Victim in order to avoid feeling powerless and eventually feeling like a Victim.</p> <p>The insight is to ask their clients “what is your intention?” Are they attempting to look good, be right, and win, or to support and challenge others without blame and judgment?</p>
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1.5	<p>Session 6:</p> <p>Wednesday, November 17, 2021 8:30 – 10:00 AM Pacific Time</p> <p>When Will I Be Done With Drama?</p>	Donna Zajonc MCC	<p>The principle embedded in this Unit is that people change on their own schedule. There is an extensive curriculum presentation in this Unit, based upon the Stages of Change model first created by Dr. James Prochaska.</p> <p>The insight is how to use the drama roles and patterns as a transformational tool by observing the drama behavior when it shows up. Rather than “being done with drama,” coaches learn to leverage their client’s reactivity as a path to greater insight that can lead to better understanding and the next stage of learning. The drama roles are not “in the way—they are the way,” which requires the coach to hear how clients are making meaning of</p>

			their reactive thoughts and behaviors and their “readiness to change.” The coaching and action planning must be stage-matched in order to meet their clients where they are. A common coaching miscue is to push or make strong recommendations about where their clients should be and not understand how clients move and grow at their own pace.
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No Class	Wednesday, November 24, 2021		
Hours	Instructional Time	Instructor	Description of the Session Content and Focus
1.5	<p>Session 7:</p> <p>Wednesday, December 1, 2021 8:30 – 10:00 AM Pacific Time</p> <p>Holding the Tension of Not Knowing and Taking Action Anyway</p>	Donna Zajonc MCC	<p>The principle is based upon incremental learning that supports the creative process in the face of “not knowing.” There is always a gap between what clients want and where they are. How one relates to the tension that’s in that gap is going to make a difference between collapsing into the DDT or moving closer to and clearer about what the client says they really want. How do clients relate to and leverage the energy in the gap so that it works for them rather than against them? A coaching miscue is pushing clients to action before they are ready.</p> <p>The insight is understanding that there is invisible energy in the gap between what clients say they want and what they currently have. Learning to harness the energy by embracing a “baby step” reduces the tension of not knowing. Taking one step leverages this creative energy and sustains the Creator Mindset.</p> <p>The Dynamic Tension model clarifies outcomes and truth-telling about current reality and embraces the not knowing of how it might turn out. Learning to “relax into the tension” allows for intuition and creativity to emerge.</p>
Hours	Instructional Time	Instructor	Description of the Session Content and Focus
1.5	Wednesday, December 8, 2021 8:30 – 10:00 AM Pacific Time	Peer Lead	You will meet in your small group of 3 or 4 to dialogue about what you are learning and practice some peer coaching.
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1.5	<p>Session 8:</p> <p>Wednesday, December 15, 2021 8:30 – 10:00 AM Pacific Time</p> <p>5-Step Action Planning Process</p>	Donna Zajonc MCC	<p>The principle embedded in this Unit is learning to pay attention in the moment, “on purpose,” with a non-judgmental focus. In short, SOS (Self-Observing-Self) is paying attention and awakening the “inner observer.” When clients are not aware of their thoughts and feelings that lurk underneath the surface of their consciousness, they literally risk being at war with themselves and sabotaging the progress they have made toward the life they want to create. Being unaware of their core feelings zaps their energy and explains why they may suddenly get triggered by something or someone.</p> <p>The insight in this Unit is that becoming more mindful does not change the client’s outer circumstances—it changes the way they perceive their circumstances. Because their SOS practice brings their unconscious into conscious awareness, they may appear the same on the outside while inside, they have transformed their internal experience with life. They are more aware of their internal narrative, rather than keeping it buried and at risk of sabotaging their progress. As clients learn to observe their subtle body sensations and thoughts, with a non-judgmental space, they will gradually calm and learn to relax, nurturing their Creator essence.</p>