

Support others in claiming
100% responsibility

See situations as
opportunities to learn

Ask questions and listen
deeply



PROVIDES ENCOURAGEMENT | INVITES SELF-EMPOWERMENT | FACILITATES PROGRESS

Coach provides encouragement & invites self-empowerment, facilitates progress

When Heroes shift from seeking temporary relief to empowerment and trust, they become the Coach. They trust that life is providing learning opportunities that do not need to be controlled or resisted. Coaches know that everyone has their own power and ability to create. A Coach supports a Creator in taking ownership for his or her life's circumstances. Coaches facilitate, guide and encourage, while leaving the power with the person creating. A Coach is focused on present learning and future creation. Coaches let other people own their outcomes. When needed, a Coach can consciously shift into the role of a constructive Challenger.

THE KEY CHALLENGE OF THE COACH is to listen without a filter. A filter is a certain attitude or bias the listener takes on that inhibits his or her ability to be present with the authentic experience of the speaker.

SEEKS OUT:

- Personal empowerment
- Learning opportunities
- People who see themselves as Creators
- Clarifying questions
- New creative pathways
- Lessons that might not be clear to others
- New ways of seeing things

TO MASTER THE ROLE OF COACH, YOU MUST:

- Fully engage in your own life as a Creator
- See others as creators of their own lives
- Drop the story that others need fixing
- See others as whole, resourceful, and creative
- Appreciate the value of pain and suffering

COACHES...

Consider themselves equal

Facilitate self-empowerment

See situations as opportunities to learn

Support a new and unknown story

Ask questions and listen deeply

Create in the present

Support others in claiming 100% responsibility

Create satisfying, sustainable results

FILTERS THAT LEAD TO A HERO ROLE

FIXING

Listening while attempting to fix their problem for them, respond only with solutions

DIAGNOSING

Analyse the circumstances, offer your hypothesis, and ask questions to clarify your theories

CORRECTING

Listen for where the person is incorrect and respond with corrections, improvements and/or criticism.

AVOIDING CONFLICT

Listen while spacing out – respond with frozen smiles and nods.

HEROES...

See the other as less than

Collude with dependency stories

See situations as problems to be solved

Enable repeating drama patterns

Tell others what they should do

Re-live the past and try to control future

Take responsibility for others' situations

Create temporary, unsatisfying fixes

KNOWING

Listen with the words, "I know that already" running through your mind

EFFORTING

Listen while trying really hard to listen and then ask a lot of questions

SELF-REFERENCING

Listen to hear how what they're saying relates to you. Respond by likening the situation to yours

DEFENDING

Listen for how the person has misperceived you and your feedback, advice or help. Respond with reframing.

Provide loving pressure to
create alignment

Accept and commit to
learn from an event

Shift limiting and
stagnating beliefs /
perceptions



CHALLENGER

PROVOKES OTHERS TO ACT | CALLS FORTH SOMETHING NEW

Challenger provokes others to act, calls forth something new

A Challenger provides supportive pressure for a Creator to discover something new to be learned or experienced. A Challenger might be an event, situation, or person — any catalyst for learning, change and growth. Challengers have the courage to be with discomfort – theirs and others. They use confrontation and compassion to help Creators wake up and take action. Challengers provide authentic unarguable feedback so that people in the triangle can locate themselves as being below the line and in drama. The Challenger notices the person's receptivity to feedback and stops giving feedback if there's no receptivity.. The Challenger also invites the Victim into responsibility – through clarifying whether they are willing to shift into Creator or choose to stay in Victim.

SEEKS OUT:

- Ways to change patterns that no longer serve the person / situation
- Ways to shift limiting and stagnating beliefs / Perceptions
- To make conscious that which has been unconscious
- Pathways to new insights, authentic truth
- Alignment / integrity

TO MASTER THE ROLE OF CHALLENGER, YOU MUST:

- Question all beliefs & judgments
- Require the agreement that others step into a Creator role
- Focus on the opportunities for growth embedded in events
- Have a healthy relationship with authentic anger: yours and others'
- Not take personally others' judgments, attacks, or stories
- Be willing to stand in uncertainty, discomfort, and authentic feeling states

CHALLENGERS...

Provide loving pressure to create alignment

Tap into authentic anger, which clarifies desires and motivates action

Face what's no longer of service

Accept and commit to learn from an event

Facilitate action

Question beliefs and thoughts

Take responsibility for what's happening

VILLIANS...

Seek to make wrong and punish from fear

Remain in thought-patterns of blame, righteousness and criticism

Defend their beliefs and behaviours

Believe events should have not happened

Get stuck in reaction

Judge actions and beliefs as right or wrong

Look for others to blame

THE KEY CHALLENGE OF THE CHALLENGER is to detach from personal beliefs and judgements, which keep them in a Villain role instead of Challenger.

KEY BELIEFS OF THE VILLIAN ROLE:

"This should not have happened."

"You are wrong."

"This should be solved now."

"Suffering should be stopped."

"You/I should know better."

"This option is better than that option."

"I must control this."

"I am right."

"Get over it."

"This is a waste of time."

Focus on possibility

Question their beliefs

See others as equals
and allies



CREATOR

CLAIMS PERSONAL POWER TO CREATE A DESIRED OUTCOME

Creator claims personal power to create a desired outcome

When Victims take responsibility they become Creators, empowered to bring forth the life that they want. A Creator is vision-focused and passion-motivated. Creators get curious as they take responsibility for everything that happens in their life. Creator is the foundation of all three roles (Coach, Challenger, Creator) because they are all committed to personal empowerment and taking 100% responsibility.

THE KEY CHALLENGE OF THE CREATOR is to welcome feelings of fear that arise in the unknown rather than resist them. When resisted, fear creates a Victim.

SEEKS OUT:

- Curiosity/learning
- Possibilities
- Self-empowerment
- Vision/passion
- Relationships with other Creators (Co-Creators)
- Fun & play

TO MASTER THE ROLE OF CREATOR, YOU MUST:

- Commit passionately to your vision
- Use your energy for creativity instead of drama
- Be willing to release your attachment to being right
- Be willing to move forward in the face of fear and anxiety
- Consciously choose where you place attention
- Invite others to create with you
- Engage with life in a spirit of ease and playfulness

CREATORS...

See themselves as powerful

Focus on possibility

Allow their emotions to move through them

Focus on what they want

Question their beliefs

Create from passion

See multiple options

Are comfortable with the unknown

See others as equals and allies

VICTIMS...

See themselves as powerless

Focus on scarcity

Resist their emotions and remain at effect of them

Focus on what they don't want

Defend their beliefs

Do what they "should"

Look for others to blame

Don't see choices

See themselves as less than others

FEAR-RESISTING STRATEGIES THAT DEEPEN VICTIMHOOD:

Fight/Flight/Freeze/Faint

Holding breath and body position

Justifying (not questioning) beliefs

Avoiding uncomfortable sensations

Maintaining addictive behaviours

Checking out

Dismissing, overriding, or editing authentic wants and expressions

Holding tightly to the illusion of control

Ignoring boundaries