



The Invisible Realities of Life

Session 3

- I. The central task of the *reflect stage* is to gain perspective.
 - A. Where we are.
 - B. Where we've been.
 - C. Where we want to go.
 - D. Key steps in reflecting
 1. Celebrate progress
 2. Clarify direction and values
 3. Acknowledge and understand obstacles
- II. The more people being coached do for themselves, the better.
 - A. The best way to help others get a clear picture of where they are and where they want to go is:
 1. Drawing out their desires
 2. Following their lead
 - B. People need the freedom and autonomy to set the agenda. They must answer:
 1. "Where am I?"

2. “What am I dealing with here?”

III. Five key questions in the *reflect stage*

A. What can we celebrate?

1. What good things are happening?
2. What are you excited about?
3. The universal tendency is to focus on problems.
4. Celebrating gives encouragement and strength.

B. What’s really important?

1. This sorts out priorities and values and moves the coachee towards a sense of God’s calling on their lives.
2. We were designed to connect our work with our values.
 - a. We must decide what’s important.
 - b. Next, we must look at the dissonance between what’s important and what’s thrown at us.
3. Close the gap between the coachee’s current situation and priorities.
 - a. What connects you with God’s call?
 - b. What do you value most?
 - c. What has the Holy Spirit been tapping you on the shoulder about?

C. What obstacles are you facing?

1. Sometimes obstacles are legitimate, sometimes they’re not. Coaching clarifies.
2. Another approach – what frustrates you?
3. Most people have some level of frustration about what God has called them to do.

D. Where do you want to go?

1. Bifocal vision
2. Clarify the horizon

E. How committed are you? “What are you willing to endure to see your vision become a reality?” Luke 14:28

1. Dissatisfaction with the way things are is a powerful motivator.
2. Change doesn’t happen without a sense of urgency.
3. The biggest temptation in the *reflect stage* is to jump forward to the next steps without evaluating the past.

IV. Three things to remember

- A. The power of questions
- B. Avoid the expert syndrome
- C. Sensitivity to the Spirit

Field work: Some people find it helpful to frame questions in terms of information, awareness, and action. Thinking in these categories can help coaches construct questions that dig deeper. Consider the following situation: someone tells you he is not satisfied at work and is thinking of changing careers or exploring other vocational options. Brainstorm some open-ended questions you could use from each of the categories below.

Information:

What are you looking for in a career?

- _____
- _____
- _____
- _____

Increase awareness:

How might a career move impact your family relationships?

- _____
- _____
- _____
- _____

Promote action:

What are some possible first steps you might take as you explore your options?

- _____
- _____
- _____
- _____