



The Invisible Realities of Life

Session 4

- I. Creating a healthy balance between your destination and the necessary steps to get there is the goal of the refocus stage.
 - A. Refocusing constitutes the planning stage.
 - B. We need to create a game plan and come up with concrete steps that can take us where we want to go.
 - C. Refocusing is a bridge between good intentions and actually realizing those intentions.
 - D. The refocusing stage helps a person:
 1. Gain a sense of forward movement.
 2. Figure out specifically where God wants him to go.
 3. Strategize ways to get there.
- II. Barriers to successful refocusing
 - A. False beliefs about planning:
 1. Plans limit options.

2. Planning is unspiritual.

- B. Fear of failure
- C. Living by “shoulds”
- D. Negative self-talk

III. What do you want to accomplish?

- A. Confirm or clarify goals.
- B. Keep unpacking people’s ideas.
- C. Ask questions that allow the coachee to be realistic about time.

IV. What are possible ways to get there?

- A. Multiply the number of options available.
- B. Free up creativity – “What else?”
- C. Thinking about actions – individual steps and pieces – instead of options helps some people brainstorm more effectively.

V. Which path will you choose?

- A. The point of decision: commit to a particular strategy and path to accomplish the goal.
- B. Resist the temptation to choose a solution that worked for someone else.
- C. A good action plan needs to be realistic and functional.

D. Life is a process, not a conclusion.

VI. What will you do?

A. Develop a specific action plan.

What, Who, Where, When, How?

B. Be specific.

“What do you sense God wants you to do between now and the next time we get together?”

C. Refocusing is the dynamic, ongoing process of planning.

D. Keep changing the plan to fit reality.

VII. How will you measure your progress?

A. People need road signs along the way to measure progress.

B. For every major goal, brainstorm together to see some key milestone markers, then set up times to check in to see what kind of progress is being made.

C. Check progress periodically but don't monitor too closely.

D. “If you were to evaluate whether you're being effective, what would you measure? What evidence would you look for?”

Field Work: Find someone willing to help you practice your coaching skills—a friend, a spouse, or someone on your team. Ask that person to tell you about a significant project or goal he is working on and practice the tasks of the refocus stage. At the end, ask him for his reflections on the experience.