

# Generative Coaching Certification

With Robert Dilts and Stephen Gilligan

A 15 day's course at Institut REPERE Paris

The following is a working draft of the curriculum for the 15-day certification course in *Generative Coaching*, offered by the International Association for Generative Change, taught by Stephen Gilligan and Robert Dilts, Each graduate of the course will have demonstrated a thorough working understanding and practical skill in applying the theoretical framework, general methods, and specific techniques of the Generative Coaching approach.

## Overview of Generative Coaching

Overview: coach as vehicle: present state to desired state

Historical Context :\_Generative Coaching as Third Generation Change work.

- *First generation work*: traditional therapy; oriented to problem, past, explanations; long term; more talk than action.
- *Second generation work*: Ericksonian, traditional coaching; oriented to solutions, future, positive values; short term, focused on action; creativity in conscious OR unconscious.
- *Third generation work*: Generative (i.e., creating novel outcomes, transformational); oriented to creative balance between inner and outer worlds; working "outside the box"; creativity in relationship between two minds.

## Theoretical Framework of the Generative Coaching Model

Reality is constructed.

Reality is constructed through filters (eg., neurological, cultural, linguistic, personal, individual).

Filters can be used with *creative flow*, which allows creativity and change, or *neuromuscular lock*, which freezes the filter images and thus the experienced reality.

To create generative action, a client is coached into creative flow, with filters set at high quality levels.

In this process, three minds (general filters) are distinguished: a) Somatic, b) Cognitive, c) Field

These minds can be experienced across three different levels of consciousness: a) Primitive: Right

hemisphere, b) Ego: Left hemisphere, c) Generative: Creative conversation between hemispheres

Generative consciousness has **COSMIC** dimensions: **C**entered, **O**pen (to field of mindfulness), **S**ubtle

energy/info, **M**usicality, **I**ntentional (positive, succinct, resonant), **C**reative engagement (accept, balance, multiplicity)

Five steps to Generative Coaching : a) Goals/intentions ("I want"), b) Creating the Generative State ("I

can"), c) Action plans/practices ("I act"), d) Dissolving/transforming Obstacles ("I transform obstacles), e)

Deepening Generative States ("I continue to grow")

### **Step one Of Generative Coaching: Goals/Intentions (3 days-R. Dilts & S. Gilligan)**

**The basic questions:** what specifically do you want to achieve?\_What is your mission?\_What is your calling?\_What is your deepest intention?

**The important distinctions :** a) Specific goal images vs. general intentions, b) Goals and sub-goals, c) Well formed goals: (1) *positive*, (2) *succinct* (five words or less), (3) *resonant* (felt sense, color imaging, field energies), d) Two forms of goal expression: (1) *I want X*; (2) *I want X, but Y interferes*, f) Working with “negative goals” and “not knowing”, g) Attuning to ongoing signals of positive intention/motivation

#### **Generative Coaching Methods for developing Generative goals/intentions**

Exercise 1: Opening exercise: identifying Creative Intention

Exercise 2: Three positive connections: (1) goal, (2) center, (3) resources

Exercise 3 : Touching others with your creative intention (2 minute declarations).

Exercise 4: Self-rating scales: Optimizing states

### **Step 2 in GC: The “Inner and outer Game”: Training the Generative State (4 days- R. Dilts)**

#### **Definition of Generative State**

##### **The core relevance of state to performance**

**Different models of generative state :** a) *COACH* (centered/ open/ aware/ connected/ holding) vs. *CRASH* (contracted/ reactive/ analysis/ separation/ hurt), b) Three positive connections: Centered, Positive Intention, Resources , c) Additional elements of generative state: Beliefs, Maps, Models of Excellence, Mentors

**The importance of mindbody centering to generative performance :** a) Definition and examples of centering, b) Centering through somatic attunement, c) Centering through positive memories/images, d) Active centering, e) Centering through negative experiences, f) Testing the center, g) The three archetypal energies: Tenderness, Fierceness, Playfulness

**Optimizing Beliefs for Generative Performance :** a) *I really want to achieve X*, b) *It is possible to achieve X*, c) *I can do it*, e) *I deserve X*, f) *It is appropriate and ethical to achieve X*

**Generative Coaching Techniques/Methods for Training Generative State :** Centering methods; Optimizing Somatic States with Self-Scaling; Optimizing Additional States with Self-scaling; Inner Game skills; Belief Assessment Scales; Changing Beliefs; Belief Barriers and Belief Bridges; Developing Resource Fields; Developing Maps of Generative Choices; Using Inner Mentors to Build Confidence and Strengthen Belief; The Identity Matrix for a Generative Self/State

#### **The “Outer Game”: Plan, Act, Re-act**

**General Goal:** Develop and actualize plans, using feedback to adjust and refine towards goal achievement.

**Generative Coaching Methods for Taking Creative Action :** a) Developing action plan sheets , b) Testing the center, c) Generating paths to positive futures, d) Shaping actions towards positive goals (Diaries), e) Choice Generator, f) Generative NLP format, g) Creating paths to prosperity

### **Step 3: Transforming Obstacles: Problems into Resources (4 days -R. Dilts. Gilligan)**

**Generative goal:** Identify any problems/obstacles and creatively transform into positive resources>

**General overview of how Generative Coaching views problems as potential resources**

#### **Generative Coaching Methods for Transforming Problems into Resources**

Exercise: Identifying and integrating conflicting identities.

Exercise: Hierarchy of Criteria

Exercise: Reconciling conflicting opposites

Exercise: Somatic modeling and transformation of problems into solutions

Exercise: The Tetra Lemma Method of Multiple Truths

Exercise: Holding Difficult Emotions

Exercise: Humanizing negative emotions: (somatically locate, identify age, humanize)

Exercise: Transforming Stuck States

Aikido principles and exercises: Transforming enemies

### **Step 4: Keep Growing: Practices of Generative Consciousness (4 days -R. Dilts & S. Gilligan)**

**General Goal:** Get client to develop daily generative practices

#### **General notes:**

Practices should be emphasized as of the highest importance.

Emphasis placed on the three pillars of “the good life”: work, family (personal relationships), and practices

One never is given time for practices, it must be taken.

The practices should be pleasurable while also quieting the mind, deepening mindbody harmony, and opening to creative consciousness.

Diaries of daily practices should be maintained by client and reviewed in session.

#### **Generative Coaching Practices for Creative Consciousness**

Exercise: Three Point Attention

Exercise: Energy Ball

Exercise: Energy spheres and archetypal energies:

Exercise: Connecting with Resource Lineages

Exercise: Generative utilization of each ongoing awareness.

#### **Summary, Integration, and Future Orienting:**

Operating and Growing as a Generative Coach

## About the presenters

**STEPHEN GILLIGAN, Ph.D.**, (U.S.) is a Psychologist in Encinitas, CA. He was one of the original NLP students at UC Santa Cruz; *Milton Erickson* and *Gregory Bateson* were his mentors. After receiving his psychology doctorate from Stanford University, he became one of the premier teachers and practitioners of Ericksonian hypnotherapy. He has taught in many different cultures and countries over the past 30 years. In 2004, he received the rarely given *Lifetime Achievement Award* from the Erickson Foundation in honor of his many contributions.

He has published extensively, and his 7 books include the classic *Therapeutic trances*, *The courage to love*, *The legacy of Milton Erickson*, *Walking in two worlds* (with D. Simon), and the recent *The Hero's Journey* (2009, with Robert Dilts). His new book *Generative Trance* will be published in 2011. His website is [www.StephenGilligan.com](http://www.StephenGilligan.com)

**ROBERT DILTS** (U.S.) has a global reputation as a leading developer, author, coach, trainer and consultant in the field of Neuro-Linguistic Programming (NLP). Robert worked closely with NLP co-founders *John Grinder* and *Richard Bandler* at the time of its creation and also studied personally with *Milton H. Erickson, M.D.*, and *Gregory Bateson*. Robert pioneered the applications of NLP to education, creativity, health, leadership, belief systems and the development of what has become known as "Third Generation NLP".

Robert is the principal author of *Neuro-Linguistic Programming, Vol. I*, which serves as the standard reference text for the field, and has authored or co-authored numerous other books on NLP including *Changing Belief Systems with NLP*; *Beliefs: Pathways to Health and Well Being*; *Tools of the Spirit*; and *From Coach to Awakener*. His most recent book *The Hero's Journey: A Voyage of Self Discovery* (with Stephen Gilligan) is about how to how to embark on the path of learning and transformation that will reconnect you with your deepest calling, transform limiting beliefs and habits, heal emotional wounds and physical symptoms, deepen intimacy, and improve self-image. His website is [www.nlpu.com](http://www.nlpu.com)