

Coaching Transitions Handouts

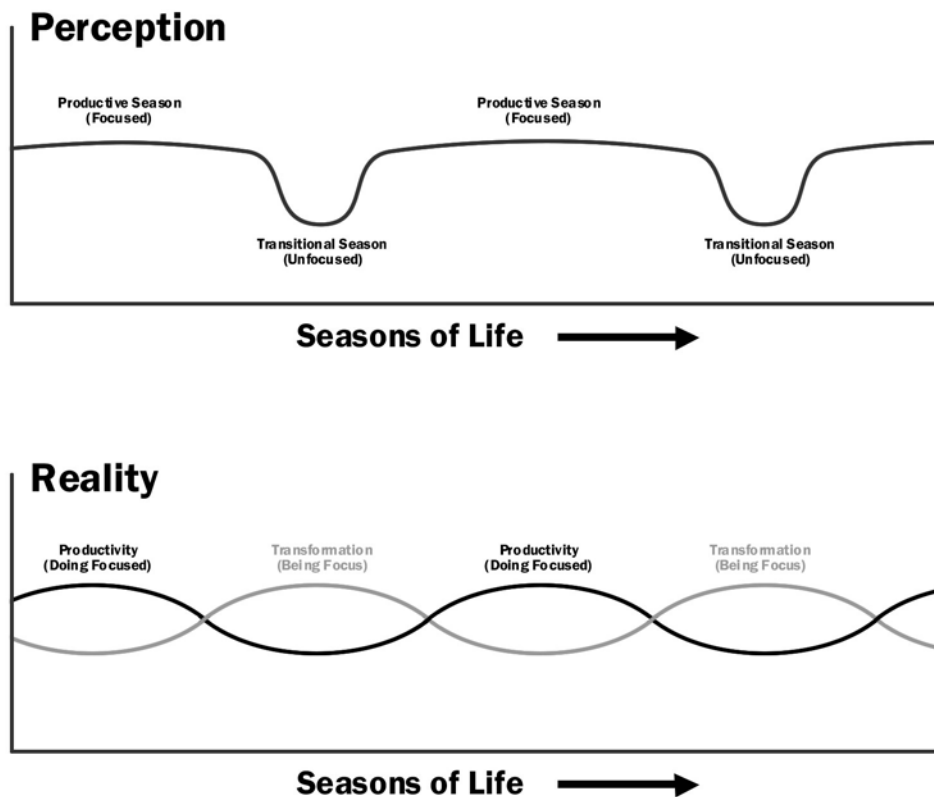
Walking with Leaders in the Turning Points of Life

by Tony Stoltzfus

What is “Transition?”

Role Transitions vs. Life Stage Transitions

THE WAVE DIAGRAM



Transitions are the seasons of life when the focus is on who we are becoming instead of what we are doing. We perceive them as transitions as lulls or interludes in (outward) productivity, because of our cultural focus on accomplishment as central to our identity.



Coaching Demonstration (with Tina)

What to look for:

- What is the perspective change this person is experiencing?
- How is the coaching helping the person see from a different perspective?
- What makes this a coaching approach instead of just advice-giving?



How To Coach for Perspective in Transitions (Input #2)

Tool: Romans 8:28

"And we know that God causes all things to work together for good to those who love God, to those who are called according to his purpose." (Rm. 8:28 NASB)

Step 1: "We Know" (Assume God is in this)

"And we know that God causes all things to work together for good..."

Step 2: Discover Specific Purpose (for character growth)

"...to those who are called according to his purpose."

Key: go to the heart level!

Step 3: Ask for Steps of Obedience

"to those who love God..."



Practice Coaching Exercise (on your own)

Take 10 to 15 minutes to practice coaching your partner through a transition. Give the person a few minutes to explain the overall situation, then begin applying the three steps for coaching transitions (see sample questions below). Use a coaching approach (asking questions and drawing the person out instead of giving advice). If you don't get through all three steps, that's ok – just keep the conversation moving forward naturally.

Sample Questions

Step 1: Assume God Is in It

- “How is God at work in you through this situation?”
- “If God works in everything you experience to produce good character in you, how do you think he wants to use this?”
- “It sounds like you are frustrated when you look at this – I can understand that. What if that frustration is from God? What might he be saying through it?”
- “How do you think God sees your situation? What is his perspective on it?”

Step 2: Discover the Specific Purpose

- “How can you meet God in this situation in a way that empowers you for even greater impact in the future?”
- “What needs to change about the way you are responding to your situation?”
- “What internal issues have your current circumstances brought to light?”
- “Go deeper – don't just think about the skills or principles you can learn, but how this can shape your heart and character. How does God want to meet you there?”

Step 3: Ask for Steps of Obedience

- “How can you lean into what God is doing in you right now?”
- “How do you want to respond to what you are seeing about yourself?”
- “If you were going to respond in a way that you could look back years from now and be really proud of, what would you do?”
- “How can make the absolute most of the limited time you have in this transition?”

Character Growth and Life Purpose (Input #3)

"And we know that God causes all things to work together for good to those who love God, to those who are called according to his purpose." (Rm. 8:28 NASB)

Connecting Life Purpose with Character Formation

Three types of Connections

- Character to Support Your Call

- Being Like Nature With

- The Lifestyle of Your Call

Biblical Example: Ruth

- She won her marriage (and her place in the purposes of God) by the character that was developed in her transition

Perspective Tool

- Step 1: Identify character growth areas in transition

- Step 2: Discuss client's life purpose and who they are called to help

- Step 3: Ask them to make connections between the two



Coaching Demo (with Russ)

What to look for:

- *How does the coach use the three types of connections (Character to support calling, being like nature, and the lifestyle of your call)?*
- *What questions help make connections between life purpose and the transition?*



Coaching Demo (with Walt)

What to look for:

- *Can you identify the Romans 8:28 stages in this coaching conversation? (Assume God is in it, identify the purpose for character growth, create steps of obedience)?*
- *How does the coach use the three types of connections (Character to support calling, being like nature, and the lifestyle of your call)?*
- *How is the coaching conversation differ when talking to a much older man who has walked through many transitions with God?*

Life Purpose/Transition Coaching Exercise (on your own)

Take seven minutes to coach your partner through the three steps of this technique:

- *Identify character growth areas*
- *Explore the person's life purpose and target audience*
- *Make connections*

You want to help them connect what they are experiencing in transition or difficulty to their life purpose, to bring meaning and add motivation to what they are doing. Review the sample questions below before you start.

Sample Questions

Character Growth in Transition

- How is God reshaping who you are in this time of transition?
- What frustrations, strong emotions or struggles have your attention?
- What are the being or heart issues you are grappling with right now?
- What deepest fears and desires have come to light in this time?
- What has this experience birthed in you?

Exploring Life Purpose

- What is your life purpose?
- What do you feel you were born to do?
- Who are the people you want to touch or help by doing that? Describe them.

Making the Connection

- What are you experiencing here that prepares you to minister to these people?
- What kind of life would a person lead who is called to help these people? Would you expect everything to come easy for you in that area, or to have experiences like those you are called to serve?
- What are you experiencing in common with those you are called to serve?
- How do the things God is dealing with you on now prepare you to go to a new level of effective service in your call?
- If your qualification to minister to others is that you've met God in the same difficulty they face, what is God preparing you for in this transition?