Applying Principles of Generative Coaching to Brief Therapy

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Three generations of change work

1. **Traditional therapy**: Authoritarian; oriented to past problems; pathology; verbal

2. **New Therapies/Traditional coaching**: Collaborative; oriented to future; solutions and resources; action

3. **Generative Coaching**: Traditional coaching **PLUS** creative consciousness; generative internal states; transforming problems into resources

The Process of Coaching

- Present State
- Path
- Desired State
- Obstacles and Interferences
- Tools and Resources
**Generativity**
- "Generative" means to create a result that has not existed before
- Generativity is essentially about the discovery, creation, enrichment, strengthening and elaboration of resources in order to create something new
- It focuses on developing higher level processes that can function in an evolutionary way towards new possibilities

**Generative Change**
- Importance of a generative state
- Goals expressed as a positive intention: i.e. Direction versus Destination
- Going somewhere completely new
- Generative relationship: Field or space of conversation in which 1 + 1 = 3
- Importance of aesthetic intelligence
- Approach to dealing with "negative" influences (Aikido) – Creative nonviolence
- Practice as a foundation for conscious living

**Theoretical Overview**
1. This conversation is between the creative unconscious (quantum) and the conscious (classical) worlds.
2. The creative unconscious is a holographic wave field containing “infinite possibilities.”
3. The conscious mind “collapses the quantum wave” to create one reality.
4. Creativity moves between these two worlds; each completes the other.

1. Filters translate quantum imagination into classical reality
2. Three general types of filters: Somatic, Cognitive, and Field
3. All we know is what our filters produce: Our maps are our reality
4. We can generatively work with our filters

1. When held mindlessly with neuromuscular lock--fight, flight, freeze, or fold--problems develop and repeat themselves
2. When held mindfully with creative flow, solutions and new learnings are possible
The **CRASH State**
*The Underlying Context of Symptoms*

- Contracted
- Reactive
- Analysis Paralysis
- Separated
- Hostile/Hurt/Hurtful

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CRASH as “neuromuscular lock”

**The Four F’s of Neuromuscular Lock**

- Fight
- Freeze
- Flight
- Fold

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The **COACH State**
*The Basis for Creative Change*

- Centered
- Open
- Aware
- Connected
- Holding
6 Steps in Generative Change

1. Open a COACH field
2. Set Intention/Goals
3. Develop a generative state
4. Take action
5. Transform Obstacles
6. Deepening the Changes

Opening the COACH Channel

- On a scale of 0 to 10, how do you experience it now?
- What can you do to increase it just a little bit more? (i.e., physical, verbal, visual, reference, experience, role model, acting “as if”, etc.)
- How could you “anchor” this level of resourcefulness so that it is available to you the next time you are in that situation?

Step 2: Set Positive Intention

Direct creative focus towards a positive, meaningful future.

What is it that you most want to create in your life?
Three ways to represent intention

1. **Verbal statement** (positive, succinct, five words or less, resonant)
2. **Visual image** (color, literal or symbolic)
3. **Somatic model** (posture and movement)

Step 3: Develop a Generative State

“Your reality is a function of your state”

The three positive connections: The platform for generative change

1. **Positive intention/goal** (succinct: 5 words or less; resonant) *What do you most want to create in your life?*
2. **Mind-body center** (experiences of well-being) *Where do you most deeply feel the connection in your body?*
3. **Positive resources** (people, places, things, skills, ancestors, etc.) *What connections would best help you achieve your goal?*
Three Positive Connections of a Generative State

Step 4: Take action

Knowing is not enough, we must APPLY. Willing is not enough, we must DO.

- Bruce Lee

Three General Methods for Coaching Action Plans

1. Timelines
2. Story boards
3. Daily Diaries
**Step 5: Transform Obstacles:**

Change problems into resources

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**Types of Negative Obstacles**

1. Negative emotions (anger, fear, etc.)
2. Internal critical voices ("you're no good")
3. Negative behavior patterns (addictions, procrastination)
4. Negative people relationships
5. Group/institutional barriers
6. Negative beliefs
Welcoming Obstacles

1. That’s interesting....
2. I’m sure that makes sense....
3. Something needs to be heard, held or healed.
4. Welcome!

Transforming goal/problem relationships with somatic modeling

1. Identifying goal/problem: I want X, but Y interferes
2. Develop somatic models of X and Y
3. Develop COACH state (center, goal, resources)
4. Move through “trance dance” of X/Y with centering, slow graceful movements, mindfulness (What is my inner self trying to create?)
5. Sensing positive intention, continue “trance dance,” wondering about new ways to express intention, allowing modified somatic models.
6. Integration, sensing “both/and” relationships of X/Y
7. Future orient, vows, gratitude, reorient

Step 6: Homework & Generative Practices

• Homework
• Feedback to Coach
• Generative Daily Practices
• Retreats/Personal Development
• Mentors/Teachers
• Emotional work
• Skills training
http://www.generative-change.com
http://www.robertdilts.com
http://www.diltsstrategygroup.com
http://www.journeytogenius.com
http://www.nlpu.com
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