



**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

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The Process of Coaching

Present
State


Obstacles and
Interferences

↓

Path


↑

Tools and
Resources



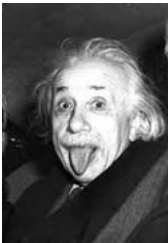
Desired
State

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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



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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 $I + I = 3$
- Importance of aesthetic intelligence
- Approach to dealing with "negative" influences (Aikido) – Creative nonviolence
- Practice as a foundation for conscious living

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Theoretical Overview



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Premise 1: Creativity is a conversation

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.



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Premise 2: This reality construction occurs via filters

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



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Premise 3:

Filters are held by human consciousness: "Mindless" or "Mindful"

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




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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

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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




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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?



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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?





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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)

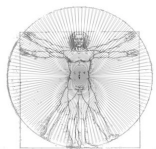



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**Step 3:
Develop a Generative State**



“Your reality is a function of your state”

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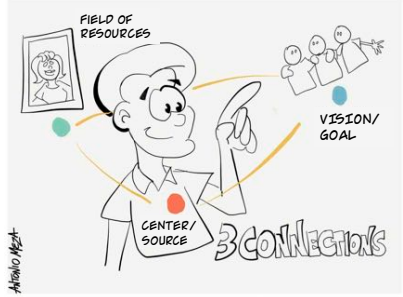
**The three positive connections:
The platform for generative change**

- 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?*

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Three Positive Connections of a Generative State



3 connections

Artistic Merit

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Step 4: Take action




- Bruce Lee

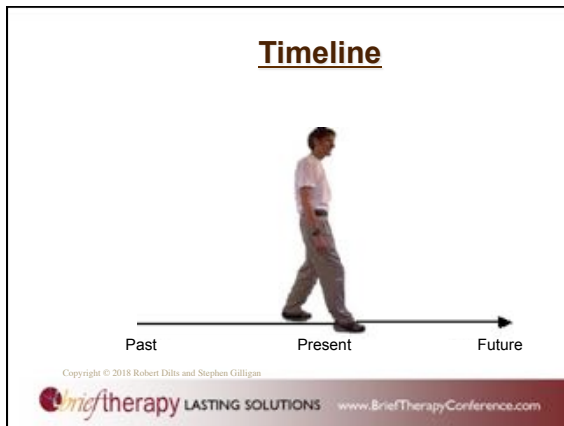
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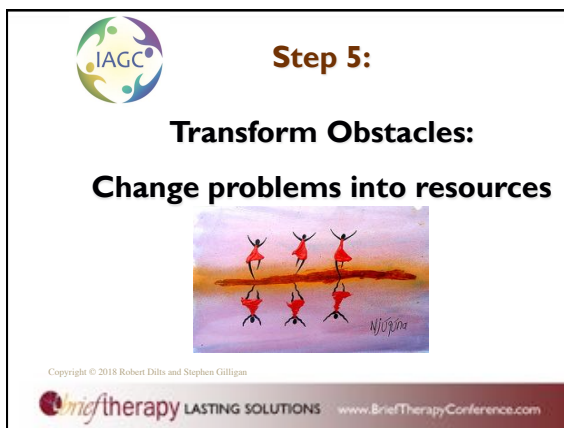
Three General Methods for Coaching Action Plans

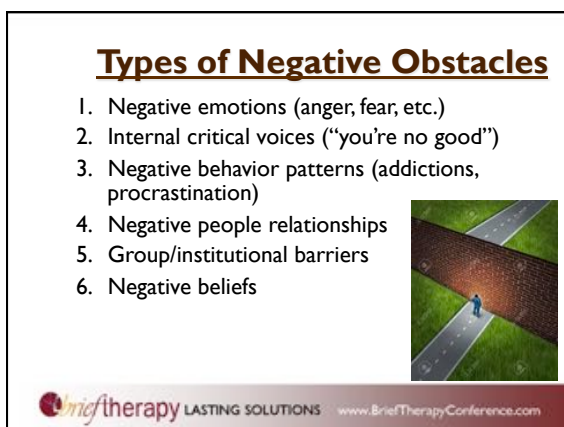
1. Timelines
2. Story boards
3. Daily Diaries



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Welcoming Obstacles

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




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Transforming goal/problem relationships with somatic modeling

1. ID 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




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Step 6: Homework & Generative Practices

- Homework
- Feedback to Coach
- Generative Daily Practices
- Retreats/ Personal Development
- Mentors/ Teachers
- Emotional work
- Skills training

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<http://www.generative-change.com>

<http://www.robertdilts.com>

<http://www.diltsstrategygroup.com>

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