

Practicing Feedback & Coaching Culture

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(NOTE: Possibility Management is open code thoughtware. The copyleft notice states this material cannot be copyrighted. The use limit is to assure that if an unqualified person tries to deliver this initiation and runs into problems, they alone are responsible. This is a powerful initiatory process that tends to catalyze expansion in personal consciousness. It needs to be delivered within a specifically held context by a person with a specific skill level, quality of consciousness, and intention.)

FORMAT:

90 minute whole group feedback & coaching practice process using parallel play, meaning this is an action process where everyone *learns by doing* at the same time while the Trainers stand by to hold and navigate the spaces.

APPLICATION:

This is perfect for the second half of a 5-day *Expand The Box*, and perfect for larger groups such as intentional communities, conferences, autonomous zones, festivals, or ecovillages which depend on liberated-and-applied group intelligence as a foundational resource.

PURPOSE:

To shift the context of a gameworld / culture / organization to more fully welcome the joyful benefits of a feedback & coaching culture in practice – not just as a good idea.

This is a fundamental Possibility Management practice exercise, so simple and obvious that we have not thought of doing it until now, the same reason it took us 16 years to realize how crucial it is to make experiential distinctions between the Box and the Being.

INSTRUCTIONS / PROCEDURE:

There are 5 important parts in this exercise:

1. Introduce the *New Old and New Map of Feedback & Coaching*.
2. Demonstrate how the exercise goes.
3. Focus awareness on the value of feedback & coaching.
4. Do the exercise: Everyone practices giving and receiving feedback & coaching.
5. Focus awareness of what the Bright Principle of Winning Happening feels like in your body while it flows through a work space.

1. INTRODUCTION:

If it is needed (and it is usually MORE than needed), review the *Map of Feedback & Coaching* in any of its forms, such as *Map of Rapid Learning*, *The Treasure Map*, *Old and New Map of Feedback & Coaching*, or *Map of Feedback & Coaching Culture*:

Map of Feedback & Coaching Culture

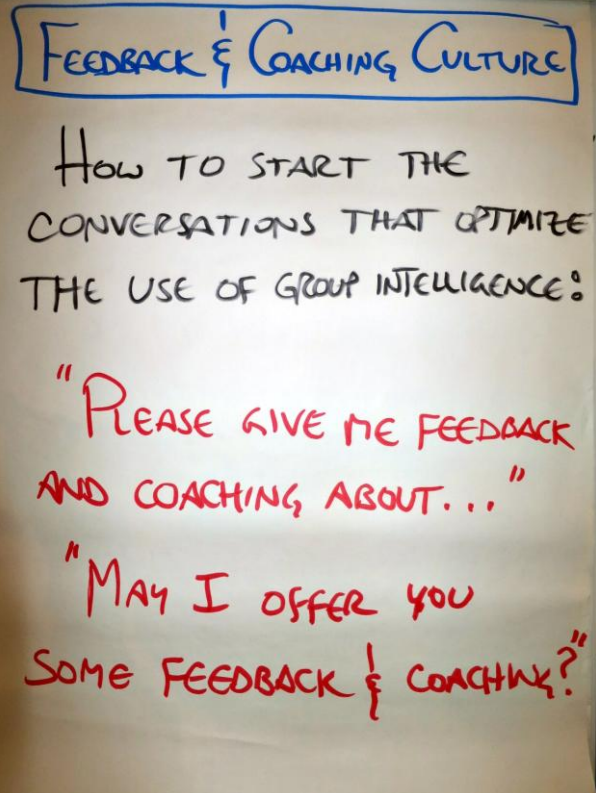
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The two magical questions that start the kinds of conversations that optimize your culture's group intelligence:

"Will you please give me feedback & coaching about.....?"

OR

"May I offer you some feedback & coaching?"



2. DEMONSTRATION

Please move the chairs to the side of the room and find yourself a new partner.

Stand facing your partner and spread out around the room.

One partner in each pair put your hand up.

You are Partner A.

The other partner in each pair put your hand up.

You are Partner B.

Partner A, connect into the intelligence of all 4 of your bodies and give your partner radically honest feedback & coaching.

They are simply going to listen.

For example: start with feedback: what worked? What did not work?

Use your Feelings Body and say, "I feel (mad, sad, glad or scared) because _____."

Then shift to your Physical Body and tell them what you see them doing or not doing.

Then shift to your Intellectual Body and tell them what you think about this.

Then shift to your Energetic Body and tell them what your intuition says they need to hear, and what you see energetically going on.

Then shift from feedback into coaching mode and tell them precisely what they could try differently to create new results.

Give them a clear and powerful distinction.

This is what I mean when I say, "Partner A, please give Partner B feedback & coaching."

You have one to two minutes of time.

Let something besides your Box and Gremlin speak.

Partner B, you just listen.

Partner A, please begin.

(After 1.5 to 2 minutes...)

Please come to an end.

Please come to a full stop.

Please stay silent and still to keep the energy of this exercise in your body.

This exercise builds matrix at the fastest possible rate.

Thank you.

Partner B, you have just received some feedback & coaching from Partner A.

How did their voice and timing work for you?

How did their intention and clarity work for you?

It is now time for you to coach your coach.

Please tell Partner A what worked for you,

what did not work about their feedback & coaching,

and what exactly they should try differently next time to make their feedback & coaching even more useful.

Give them feedback & coaching about their feedback & coaching.

You have one to two minutes of time.

Partner A, you just listen.

Partner B, let something besides your Box and Gremlin speak.

Please begin.

3. AWARENESS OF THE VALUE OF FEEDBACK & COACHING:

(NOTE: Do this just after the DEMONSTRATION when all people have received feedback & coaching at least one time.)

(After 1.5 to 2 minutes...)

Please bring it to a close.

Come to a full stop.

Thank you.

The feedback & coaching sessions have been about 1 ½ minutes long.

It did not use up much time and energy at all, right?

How many of you feel like you benefitted or learned something useful from the feedback & coaching you just received? (Many hands up, perhaps almost all)

How many of you might change some aspect of your behavior as a result of the feedback & coaching you just received? (Sometimes ¾ of the hands go up)

So, what we are seeing here is that 1 ½ minutes of feedback & coaching has changed these people's lives.

(Pause for a moment to let this remarkable realization sink in)

How often have you had a bit of feedback or coaching for someone and you did not give it to them?

And then you wonder why their lives do not change?

The group is counting on you to supply the feedback & coaching that you have when you have it and for whomever you have it. Counting on you!

Otherwise it is like being a crew member in a spaceship and not reading your instruments to warn the others of asteroids coming or a good planet to land on.

Group intelligence happens through each one of us speaking out.

When you withhold feedback & coaching from someone the whole group is crippled.

Having a group and not asking each other for ongoing feedback and coaching would be like having a computer and using it for a cutting board.

4. DO THE EXERCISE

Okay, now we practice.

You each get to choose what happens next.

This exercise is not reciprocal.

That means, Partner B does not now need to give Partner A feedback & coaching.

You can, if you want to.

But you can also each go find new partners, or let others find you.

There are two powerful questions that unleash and apply an amazing abundance of group intelligence and good will. You can memorize and practice them now.

The first question is most rare, but you can practice it.

Please repeat after me: "Will you please give me feedback about _____?"

Once again: "Will you please give me feedback about _____?"

See, it's simple. You can already ask the scariest question in the universe.

Here is the second scariest question.

Please repeat after me: "May I offer you some feedback & coaching?"

Once again: "May I offer you some feedback & coaching?"

Excellent.

Not too difficult!

Do you remember how long one-and-a-half minutes is? (Yes.)

Good. Please limit yourself to about one-and-a-half minutes sessions.

Each time you receive feedback & coaching, then coach your coach.

Give your coach one-and-a-half minutes of feedback & coaching about the way they delivered their feedback & coaching to you.

Try to improve the quality of each interaction so it benefits everyone (and not just Boxes.)

Then go find a new partner.

We have a good long time for this, so just keep going. Until I ask you to stop.

Any questions?

You are now going to get a new partner and ask one of the two questions.

Please begin.

(NOTE: Keep making and vanishing large Black Holes in various parts of the floor to clean the energy out of the space so more can come through for people. Keep holding the space of clarity and possibility but stay silent, still and invisible. This exercise usually goes all by itself for 30 to 45 minutes depending on the maturity of the group. The more adult the group is, the longer and more profoundly the process goes.)

5. MAKING THE EXPERIENCE OF WINNING HAPPENING CONSCIOUS:

(NOTE: Do this near or at the end of the exercise while people are still standing with their current exercise partner, still in the feedback & coaching space.)

Please come to a pause... (pause until they come to complete silence)

Thank you.

I ask you to check in with your energetic body. Sense into it and answer the following question:

How many of you can feel Winning Happening? (pause for almost 30 seconds to give them time to sense into it – most of the hands will go up)

What are the sensations you are experiencing to detect Winning Happening? (warmth in the face, hands, warmth around the heart, a whole body humming or vibration but of a

slower frequency, supportive connectedness, big teamwork, parallel play, High Level Fun, rippling ecstasy in the four bodies, relaxation, trust, the ebody getting soul food, etc.)
Winning Happening is a Bright Principle.

It is not personal.

The Bright Principle of Winning Happening has been called into this space because Feedback & Coaching is a Winning Happening game.

This is what it feels like when the Bright Principle of Winning Happening comes into and through a space.

When you hold space for Feedback & Coaching you are holding space for the intersection of a Bright Principle with physical space.

This is what it feels like.

Please take an energetic photograph of your experience right now and use it for a reference point for your future space-navigation work.

(OPTIONAL: Draw and explain the *Map of Intersection of Worlds*.)

