**The process of making commitments is important.**

Life is like a string guitar. It needs to be tuned and be in balance. Otherwise the part that

is out of sync brings down the others.

Making the vision happen is not a matter of knowing what to do. We already know what

to do. It is a matter of creating new habits that really work. When a child learns to walk,

it does not get up and walk one day… It stands up and falls down. Up and down…again

and again until it finally can walk upright.

Your role is facilitator. You lead the group. Encourage discussion. Draw out of them

what they already know. You are the stage director.

This coaching is not like coaching the beginners and non-producers. The Masters are

looking for more in their life. Generally it is balance. They want to have a great career

and have a life.

A big part of this process is that they will process (probe) themselves. Find out what is

important for them and what they are willing to pay to have it.

Vision is in four areas: Personal – Business – Relationships/family - Health

They will each make commitments to each of those areas every week. It is the process of commitment that will help them get to what is really important, what makes it important and creates the habits that support what’s really important.

The coaching process is made up of many parts.

Several things will be absolutely required of them if you are to make a difference. They

must commit to:

1. Keep track of their schedule, planned and actual

2. Keep track of their spending on everything Real Estate related

3. Make commitments to each area every week

4. Complete the Business Analysis

5. Participate

The business Analysis together with TIP analysis will get them to see the real data so

they can KNOW what they are squandering their time and money on that is ineffectual

and non-productive.

**Language of Coaching:**

Holding people accountable in such a way that they learn and see their next step is an art and a science.

It is NOT about making them wrong or guilty so they will do what they said. We call

that “parental language.” It is counter-productive and creates an atmosphere of mistrust.

The purpose of accountability is for them to examine the results themselves. They will

get into the habit of enquiry when things go awry and take personal responsibility for

what happened and to make changes and adjustments so the future will be different.

It is very important that you use language with them that imporves their chances of

getting into that habit. You cannot sound like a scolding parent, finding fault, making

them wrong or bad. It is about them discovering the choices they made, and which ones

are not working.

The steps to accountability (the science of it) are: [Housekeeping in the Appendix]

**1. Did you make a commitment to \_\_\_\_\_\_\_\_\_\_\_?**

**2. Did you keep that commitment?**

3. **What happened?**

Get their story out. You don’t want the quick answer; you want the story of what

happened to stop them.

**4. What would you have needed to do differently to make it happen?**

Was the commitment important to you when you made it?

Is what you did and got consistent with what it is you really want?

This is where they get creative. Where they see their own participation in the

outcome.

5. **Could you have kept the commitment?**

Get to them to recognize they have control and authority over what happens and

how they handle it. Tis is where they take responsibility for their choices.

6. **Do you want to re-commit to it?**

Yes or no depending upon why they made it to begin with and whether or not it is

consistent with what they say they want.

Be careful that they don’t slide backwards here to be sure they will make it next

time.

“I said I would call 20 people and didn’t make it, so I will only commit to 10.”

7. **How are you feeling about the commitment and the results?**

Make sure they are not experiencing being wrong and guilty

i.e. Are you clear that you just made decisions that weren’t in your best interest?

You aren’t wrong you’re just Late!

Parental language sounds more like:

Why didn’t you do what you said you would?

It seems to me you should be doing more of \_\_\_\_\_ or \_\_\_\_\_.

You can’t be trusted to \_\_\_\_\_\_\_\_\_\_\_.

You should have done this. You shouldn’t have done that.

Your problem is \_\_\_\_\_\_\_\_\_\_\_\_.

What’s the matter with you?

**For Example:**

Current Business Plan New Business Plan

**X Y**

If current Vision is: I’m 48, overweight and out of shape

If the New one is I’m 48, in shape and perfect weight.

The new one generates commitments like Y: I go to the gym 3 times every week. That is consistent with my vision of “in shape”

At 5PM, I go to the gym after work. My Ex can’t pick up the kids after school – I need

to. Now I am faced with a choice. What do I do?

Can either not go to the gym, pick up the kids and blame the Ex.

Or – Find a way to do both. The AND logic.

There is a dissonance between my current vision (who I think I am) and the new one

(who I want to be.)

If you experience conflict, it is because of the resistance to the new vision.

AND thinking is the natural outcome of living the vision.

“I can’t because…”

Question: was the action consistent with your new business plan? Was it relevant to

cause the plan to actualize??

YES: you have new insight.

NO: Then examine why did you make it in the first place?

If Yes: Then it is relevant, find out what stopped the AND thinking?

Often, they just haven’t had a lot of decision-making in the new plan. It takes a while to

get into the habit of being productive.

Agents want to make more money and have time off.

If they have a current vision, it tells them they need to work hard and long. What they

need to do is practice working on productive things and letting go of or delegating non

productive things. Notice they work *hard* and *long* on non productive stuff, not on

productive stuff.

When they make commitments and don’t do them, one of three things occurred.

1. They just fell down. Skiing is not about skiing, it is about staying upright on skis.

Need to just keep practicing.

2. Made an irrelevant commitment.

3. Made a commitment to prove that the new business plan just doesn’t work.

That I can’t do things that way.

**Positive Affirmations**

We’re looking for the experience of having the goal. A goal is a target. Ask what does

having the goal bring to you?

Goal: lose 25 pounds this year. Ride bike 3 time per week.

Vision: I am in the greatest shape ever and am at my perfect weight.

When they write their vision you can actually see the unconscious mind at work.

I am realizing my success

I will have financial security

Rather than:

I am successful

I weigh my perfect weight

I am financially secure

Think of the difference between I am having children and I have children.

Be able to say it out loud. The more active we are in demonstrating vision, the more we

actualize it.

As we go, we start to change to the new vision. Then if disconnect, go back to the old

one, we experience irritation with the old one. We develop a real feel for the new. It fits.

If they make commitments that clearly cannot be done, they are giving power to the old

vision, confirming that the new one can’t be done. Help them out here.

Called “Let’s play pretend!”