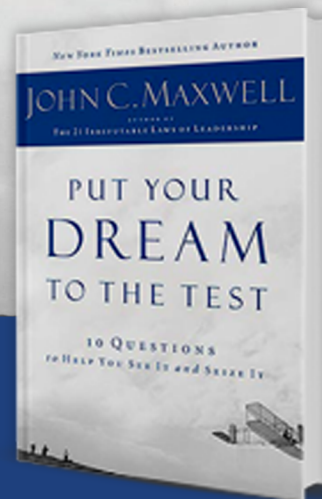


PUT YOUR DREAM TO THE TEST

10 QUESTIONS
to HELP YOU SEE IT and SEIZE IT

GUIDE *for* TEACHING,
COACHING &
FACILITATION



Based on the book
by John C. Maxwell



General Guidelines for Use:

This manual provides a structure to facilitate individual learning and is adaptable for both one-to-one, group and team engagement.

It is a guide, not a directive; therefore it doesn't have to be followed to the letter. You do not have to use each interactive exercise or each aspect within an interactive exercise. You are working with unique individuals with unique consciousness; allow whatever feels intuitive to you to flow.

One question may open up a coaching dialogue that has far more value to the participant's evolution than sticking to the rigidity of the structure outlined in this manual. So please use it with dexterity, flexibility and creativity within the framework of each unique client interaction.

Remember, the whole purpose of this learning experience is to raise awareness. Sustainable performance improvement can only come from increased awareness.

Suggestion

Create a personal journal just for these sessions. After each session, take some time to record your thoughts and observations from the session itself. What did you witness in the participant or, if applicable, the group? What did you witness in yourself?

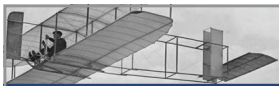
This process of reflection is beneficial in helping you and the participant/s maximize the learning within the process, for example, returning to your thoughts ahead of the next session is a very useful method of returning you, as near as possible, to where you and the participant left off.

Pre-Process Preparation & Assignment:

Ask the participant to:

1. Print off the workbook for 'Put Your Dream to the Test' & the worksheet to 'Breakthroughs That Build Your Dream'.
2. Watch the video 'Breakthroughs That Build Your Dream', completing the worksheet in the process. Answer the questions posed on the worksheet to the best of your ability.
3. Watch the video teaching in 'Put Your Dream to the Test' up to the end of question 1, completing the workbook in the process..

"Put Your Dream To The Test" is structured into 10 Learning Sessions, based on the 10 questions drawn from the books chapters.



Session 1

Intro & The Ownership Question: Is My Dream Really a Dream?

Opening the Session

Individual One-to-One

Step 1: *Setting the Scene*

Always begin and end the sessions on time: no exceptions. If all of the exercises cannot be completed, so be it (you could, at your discretion, set them as assignments)

Your core objective is to ensure the person is comfortable, informed of the process and enthused to return to each session.

Warmly welcome your participant to the process and express your enthusiasm for working with them, as they become a person of influence.

Explain the format and process of the learning experience, the number of sessions, the process within the sessions, and assignment work in-between sessions.

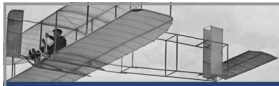
Explain your role as a facilitator and coach, describing your role in a collaborative experience that expands the material in terms of its relevance and application to the individual concerned.

Be explicit about individual responsibilities around timeliness and commitments to assignments.

Explain the use and reference to the workbook as a learning guide in and out of sessions, and the importance of having a notepad with pens to record notes and observations.

Explain that this is a safe, supportive learning environment without judgment or ridicule. Ask the participant to be mindful of this, and willing to be courageous, self-disclosing and honest as a consequence.

Answer any questions that may arise either about the process itself, your role, or the content.



Group Coaching

Step 1: *Setting the Scene*

Always begin and end the sessions on time: no exceptions. If all of the exercises cannot be completed, so be it (you could, at your discretion, set them as assignments)

Your core objective is to ensure that everyone is comfortable, informed of the process and enthused to return to each session.





Welcome everyone personally and warmly as they arrive.

Welcome everyone as a group.

Express your excitement at working with the group. Explain the power of John Maxwell's content is amplified when studied within a mutually supportive group-learning environment.

Explain the format and process of this learning experience, the number of sessions, the process within the sessions, and assignment work in-between sessions.

Be explicit about individual responsibilities within the group:

-  **Timeliness:** explain sessions will start and end on time without exception.
-  **Contribution:** describe that everyone is invited and encouraged to make a contribution to the group
-  **Respect:** outline that this is a mutually supportive environment to accelerate learning, and that all contributions are valued.
-  **Behaviour:** Explain that interruptions or talking over other participants is unacceptable practice within the group.

Ensure you model the behaviour that you expect, for example, showing interest in others and their views.

Step 2: *Introducing the Content*

John Maxwell describes a dream as an inspiring picture of the future that energizes your mind, will, and emotions, empowering you to do everything you can to achieve it.

A genuine dream is a picture and blueprint of a person's purpose and potential.

The learning journey we are about to embark upon is designed to prepare you to put your dream to the test so that you can achieve it.

Guided by John C. Maxwell, this process focuses on 10 key questions that if answered in an affirmative way; provide a powerful learning process that greatly increases the likelihood of success.

It's highly likely that the answers to the questions will be mixed. That is to be expected, and



the collaboration between the content, John's teachings and these sessions will help you to say yes and to achieve your dream.

In Session Coaching:

Interactive Exercise 1:

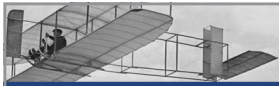
Explore the "4 Common Reasons Why People Have Trouble Identifying Their Dream"

- 1. Some People Have Been Discouraged from Dreaming by Others.**
 - What discouragement have you experienced by others in your personal and professional life?
 - What was the impact?
 - What lessons were learned?

- 2. Some People Are Hindered By Past Disappointments and Hurts.**
 - Disappointment is the gap between expectation and reality.
 - Describe a significant disappointment in the past. What happened?
 - What was responsible for it becoming disappointment?
 - What would you do differently with hindsight?
 - What will be your biggest disappointment if it isn't achieved in the next 6 to 12 months?
 - What do you expect to achieve in your career?
 - What do you expect to achieve in your personal life?

- 3. Some People Get in the Habit of Settling for Average.**
 - In what areas has this applied to you in the past?
 - In hindsight, what did it deny you?
 - How do you see this play out in other people:
 - a) At work?
 - b) In your private life
 - In what areas are you settling for average today?

- 4. Some People Lack the Confidence Needed to Pursue Their Dreams.**
 - How do you currently demonstrate confidence in pursuing your dream?
 - If you were to demonstrate greater confidence in pursuing your dream,



- what else would you be doing?
- What stops you doing it?

Interactive Exercise 2:

John discussed a survey he undertook at an event with CEO's, senior executives:

- 100% of attendees had a dream.
- What is your dream?

(If the participant doesn't have one, using your coaching skills, start exploring what a fulfilled, meaningful and successful life would look like for them).

- 95% are frustrated in the pursuit of their dream.
- How does this apply to you right now?
- What specifically frustrates you?

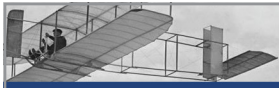
John describes the primary reason that people fail to reach their dream is they don't have enough valid reasons for it.

- What are your reasons for achieving your dream?
- What does this line of enquiry reveal to you?
- How does your dream excite you?
- What evidence supports this?
- In the past month, how has your dream taken you out of your comfort zone?
- What makes you believe that you were made to bring your dream to life?

Interactive Exercise 3:

- What shows the people around you that you believe in yourself?
- What demonstrates to others that you believe in your dream?
- What decisions have you made that are directly related to the achievement of your dream?
 - are these managed on a daily basis?
- What would you do with your day if all of your financial needs were met?
- In what way does your work engage your heart?
- When have you played the 'comparison game' with your dream?
- How does your dream declare your uniqueness?
- In what way does it hold your potential?
- How are you acting upon your dream today?

Finally, ask the participant to reflect on what they've learned in this session.



Assignment:

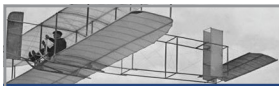
1. Reflect on your learning from session 1 and answer the following questions:

- i) What has this session revealed to me about my dream?
- ii) What has it revealed to me about myself?
- iii) What am I willing to change as a consequence?

2. Watch John's teaching, and complete the Participant Workbook for Question 2.

Thank the participant and congratulate them on their efforts. Express how much you're looking forward to the next session. Confirm date and time.

Take time to record your thoughts and observations in your journal.



Session 2

The Clarity Question: Do I Clearly See My Dream?

In Session Coaching:

Update:

Explore the participants' answers to the questions:

- What has this session revealed to me about my dream?
- What has it revealed to me about myself?
- What am I willing to change as a consequence?

Interactive Exercise 1:

The focus of this exercise

- What is your goal?
- When will it be achieved?
- How will you know you've achieved it?
- Describe your goal in a sentence or two with a specific timescale (an example might be: by July 1st I will be Vice President of Sales).

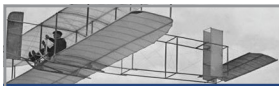
Interactive Exercise 2:

If you cannot see your dream with great clarity in your imagination, it will never manifest itself in physical reality.

- Describe the vision of your dream, what will it look like?

Listen intently. Look for signs of emotion/passion in the participant's voice or features. Once the participant has finished ask:

- What were you feeling as you described the vision?
- What do you sense about your dream?
- What is happening around you?



- What does your thinking reveal to you?
- How is your purpose revealed in your dream?
- Give examples of how your dream determines your priorities?
- How have you communicated your vision to others?
- How have you tested how clearly they see it?
- How does your team demonstrate their commitment to your vision?
- How have they added to it?
- What has this line of enquiry revealed to you about your leadership?

Explore the answers. Be inquisitive and listen deeply. Probe, when appropriate, with coaching questions (those below and those that spring to mind during the interaction).

- Where does the participant influence most? Why?
- What areas would the participant like to improve upon?
- What would it take to do it?
- What should the participant be doing more often to influence others?

Interactive Exercise 3:

Allow 15 to 20 minutes for this exercise.

Set the scene by explaining to the participant that reflecting and assessing how they've sought to influence up until now can provide a rich learning process for improvements to be made.

Point out that all it takes to enjoy the fruits of improvement is the ability to be honest with oneself and the courage to act upon the findings.

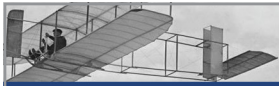
Outline that we've all had time where we've demonstrated these behaviors and in reflecting and evaluating upon them, we strengthen our leadership ability today.

For EACH method, ask the participant to think of an example, in either their personal or professional life, where they've used that particular method.

Be attentive, supportive and listen deeply.

For each scenario, ask:

- What was happening?
- What was the outcome?



- What was the learning?
- What would the participant choose to do today if given the opportunity to relive the situation again?

After the exercise, ask:

- What have you learned from this session?

Assignment:

1. Reflect on your learning from session 2 and answer the following questions:

- How clear was the vision of your dream?
- What was the implication?
- How clear is the picture of your dream for those actively involved in it?
- What is the implication?
- What will change as a consequence of the learning in this session?

2. Watch John's teaching, and complete the Participant Workbook for Question 3.

Thank the participant and congratulate them on their efforts. Express how much you're looking forward to the next session. Confirm date and time.

Take time to record your thoughts and observations in your journal.



Session 3

The Reality Question: Am I Depending on factors within my control to achieve my dream?

In Session Coaching:

Update:

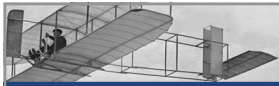
Explore the participants' answers to the questions posed in the assignments from the last session:

- How clear was the vision of your dream?
- What was the implication?
- How clear is the picture of your dream for those actively involved in it?
- What is the implication?
- What will change as a consequence of the learning in the last session?

Interactive Exercise 1:

The focus of this exercise

- What separates your dream from a fantasy?
- Where does reality interfere with your dream?
- How is your dream rooted in the reality of your current circumstances?
- What evidence supports this view?
- What does the journey to your dream bring to you?
- What aspects of achieving your dream are outside of your control?
- How is that to be managed?
- What is in your control?
- Where will discipline be required on your part?
- What areas of your dream are currently subject to luck?
- Give examples of how you've embraced risk in the past to achieve your goals.



- How are you taking risks now?
- What risks do you anticipate needing to take to achieve the dream?
- How are you preparing for those risks?

Interactive Exercise 2:

“The journey will take longer than you hoped”

- Describe How has this applied to your dreams of the past?
- How could you have accelerated the process?
- How is applying to your dream today?

“The obstacles will be more numerous than you believed”

- What is your experience of that statement?
- How does it apply to what you are seeking to achieve today?
- What obstacles do you anticipate facing?
- How will you overcome them?
- What do you do when faced with unanticipated obstacles?
- How have you responded in the past?
- What worked well and what didn't?
- What experience can you utilize to be at your most resourceful when facing unseen obstacles?
- How will it help?

Interactive Exercise 3:

- How does your dream play to your strengths?
- What are your strengths?
- How are they currently being utilized in your life?
- How are you developing your strengths?
- What comes easier to you that are more difficult for others?
- What do you do that is onerous and difficult that others in your circle of influence do with aplomb?
- What are your limitations?
- What influence do they have on your outcome?
- How can that influence be minimized?



- Who in your team has strengths in areas of your limitations?
- How are those gifts being utilized in the achievement of your vision?
- What areas pertinent to the achievement of your dream might you be avoiding because you're not naturally strong in them?

Interactive Exercise 4:

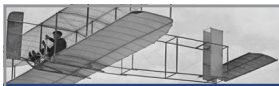
- How What do you do daily that takes you in the direction of your dream?
- What, on a daily or weekly basis, detracts from your objective?
- “We are what we repeatedly do. Excellence is not an act, but a habit” (Aristotle)
- What would excellence look like in your daily routine?
- Imagine yourself living your dream. What does the person you intend to become do on a daily basis that you do not?
- If you could identify the most effective habit that you could adopt to help you achieve your dream, what would it be?
- What else?
- What has stopped you developing these habits?
- What must you do to start them?
- When specifically will you begin?
- What are the consequences of not doing so?
- What has this lesson revealed to you?

Assignment:

1. **Reflect on your learning from session 3 and answer the following questions:**
 - What will change as a consequence of this session?
 - How will this serve you in achieving your dream?
2. **Watch John's teaching, and complete the Participant Workbook for Question 4.**

Thank the participant and congratulate them on their efforts. Express how much you're looking forward to the next session. Confirm date and time.

Take time to record your thoughts and observations in your journal.



Session 4

The Passion Question: Does my question compel me to follow it?

In Session Coaching:

Update:

Explore the participants' answers to the questions posed in the assignments from the last session.

- What was discovered?

In this session, pay great attention to the energy of the participant. Search beyond the words. Look for indications in the voice tonality, facial expressions, and physiology of where the passion lies.

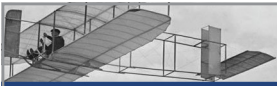
Be curious about what you witness and be intuitive. Be willing to follow your intuition with subsequent questions, beyond those offered here, that explore the participant's world and the reality of their passion.

Interactive Exercise 1:

- How has your dream driven you in recent times?
- What adversities have you experienced and overcome to this point?
- What thoughts do you experience when someone doubts your vision?
- What are you willing to do in order to achieve your dream?
- What do you do when your back is up against it?
- If you were outside of your comfort zone, but inside of your strength zone, in a daily activity that takes you toward your dream, what would you be doing?

Interactive Exercise 2:

- What has meaning and heart to you in your personal life?
- What has meaning and heart to you in your professional life?
- How is this demonstrated in your dream?



- What specifically about your dream makes you passionate about it?
- What is it about your dream that will bring you happiness?
- How does your dream stretch you to extract more of your talent and potential?
- Where have you been playing it safe?

Finally, ask the participant to reflect on what they've learned in this session.

Assignment:

1. Reflect on session 4 and answer the following questions:

- What has been learned?
- What has been affirmed?
- How will this understanding serve you in achieving your dream?

2. Watch John's teaching, and complete the Participant Workbook for Question 5.

Thank the participant and congratulate them on their efforts. Express how much you're looking forward to the next session. Confirm date and time.

Take time to record your thoughts and observations in your journal.



Session 5

The Pathway Question: Do I have a strategy to reach my dream?

In Session Coaching:

Update:

Explore the participants' answers to the questions posed in the assignments from the last session.

- What was discovered?

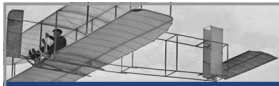
Interactive Exercise 1:

Review the results of the 2005 study published by ThinkTQ that is highlighted at the top of page 10.

- Which % most accurately describes where the participant operates?
- What does this finding reveal to the participant?
- Which group does the participant feel he or she should be in for their dream to be realized?
- What are the specific steps and actions that fill the gap between the current and desired position?

Interactive Exercise 2:

- Describe When will you have achieved your dream?
- What will you have achieved in 3, 6 and 12 months time that ensures you're on track for the fulfilment of your dream?
- What is the roadmap, the specific action points that you've identified that need to take place between now and then?
- What timescales are associated with each step?



- What steps are you already taking?
- What are the options that have yet to be considered?
- Who else is involved in ensuring your success?
- What support do you need?
- Where are the potential failure points on the journey?
- What can be done today to avoid or minimize their impact?
- What will have to be sacrificed over the next 6 months to ensure success?
- What are you avoiding, or reluctant to consider, that will have to be done if you're to achieve the outcome?
- What makes it so difficult for you?
- How can it be overcome?

Interactive Exercise 3:

Brainstorm ALL of the action steps that the participant can currently identify that need to be taken to achieve the dream.

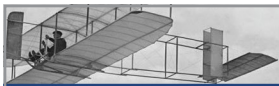
Explain that you'll both be brainstorming ideas and options to open the mind to possibilities, and that it doesn't matter if the idea doesn't seem achievable from where things stand today.

Outline that in this process, there is no right or wrong, no judgment; all ideas are valid at this juncture. Get playful, creative, and ask:

- 'What else could be done that will help you towards achieving the dream?'

Keep exploring, prompting 'what else?' Do not dismiss any idea or think it less relevant than another.

Finally, ask the participant to reflect on what they've learned in this session.



Assignment:

1. Reflect on session 5 and answer the following questions:

- What has been learned?
- How robust was your strategy before the session?
- What's changed as a consequence of the session?
- Build on the exercise all of the steps that you can currently see need to be taken in order to achieve your dream.
- How will this understanding serve you in achieving your dream?

2. Watch John's teaching, and complete the Participant Workbook for Question 6.

Thank the participant and congratulate them on their efforts. Express how much you're looking forward to the next session. Confirm date and time.

Take time to record your thoughts and observations in your journal.



Session 6

The People Question: Have I included the people I need to realize my dream?

In Session Coaching:

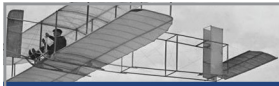
Update:

Explore the participants' answers to the questions posed in the assignments from the last session.

- What was discovered in the process?
- What's different now because of it?
- How has it impacted the likelihood of the dream becoming reality?

Interactive Exercise 1:

- What would be the difference between the team you currently have and your dream team?
- What qualities are required in the dream team? List them.
- Which of these qualities are present in your current team?
- What areas need to be developed in your team?
- Which of your weaknesses are strengths in the team?
- Which weaknesses remain exposed, i.e. no one has them as strength?
- Who inspires you in your team?
- Who doesn't?
- Who gives you honest feedback, news you often don't want to hear?
- Who contributes the most to developing you and your dream?
- Who the least?
- Who holds themselves, and their colleagues, to the high standards?
- Who is willing to take risks and encourages others to learn from mistakes?



- Who is instrumental to your journey and success and who will be carried?
- What have you learned from this line of enquiry and what will change as a consequence?

Interactive Exercise 2:

- How have you articulated the dream to your team?
- How have the team demonstrated their shared passion for the dream?
- What evidence shows their emotional involvement?
- How often is the vision discussed?
- What input has each member of your team had in the creation of your vision?
- What ownership does each person have?
- How familiar are they with the revised strategy/roadmap?
- How aware is each team member of his or her individual roadmap?
- What is each member of the team accountable for?
- What demonstrates their willingness?
- What does each member gain personally from the dream?
- How have you shown your team your heart and hope?

Finally, ask the participant to reflect on what they've learned in this session.



Assignment:

- 1. Ask each member of your team to articulate the vision to you. How well do they see it? Explore with each person:**
 - What does it mean to be involved?
 - How does it benefit them?
 - What do they hope to achieve by it?
 - Where is the meaning and heart in the dream for them?
- 2. Watch John's teaching, and complete the Participant Workbook for Question 7.**

Thank the participant and congratulate them on their efforts. Express how much you're looking forward to the next session. Confirm date and time.

Take time to record your thoughts and observations in your journal.



Session 7

The Cost Question: Am I willing to pay the price for my dream?

In Session Coaching:

Update:

Explore the participants' answers to the questions posed in the assignments from the last session.

- What was revealed by the team's interpretation of the vision?

Interactive Exercise 1:

- In what way have you experienced the price to pay for your dream?
- What sacrifices do you anticipate having to make to achieve it?
- What are you willing to sacrifice for your success?
- What do you anticipate will be the most difficult trade off?
- What discomfort, conflict or disruption have you experienced to reach this point?
- When have you accomplished a dream in your life before?
- What specific actions or strategies helped you achieve it?
- What would you do differently with hindsight?
- What price did you have to pay for that dream?
- How have you responded to adversities and unseen challenges in the past?
- What were the consequences of your response?
- What, if anything, would you do differently now?
- What are you absolutely unwilling to sacrifice in the pursuit of your dream?
- How will this impact the outcome?



Interactive Exercise 2:

'The Price of Dealing with Criticism from People Who Matter'

Give examples, either recently or in the past, where you have faced criticism for pursuing your dream.

- What was the consequence of the criticism on your dream?
- How did you deal with the criticism?
- What have you learned from the experience?
- When have you received criticism that has helped you?
- What criticism have you experienced, or are you anticipating, in relation to your current dream?

Interactive Exercise 3:

'The Price of Overcoming Your Fears'

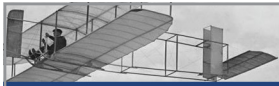
- What evidence supports that you are outside of your comfort zone?
- What scares you most about what you need to do to achieve your dream?
- How are you standing up to your fears?
- What action have you not taken so far?
- What has stopped you?
- What risks are you taking right now?
- What evidence supports this view?

Interactive Exercise 4:

'The Price of Hard Work'

Go through each step of the 'I will do's' and ask the participant.

- How do you demonstrate this approach in your daily activities?
- Explore the findings. If the participant doesn't demonstrate the approach, ask:
 - What will it take to do so?
 - What would you be doing differently if you did?



- After going through the list, ask:
- What have you learned from this line of enquiry?
- What are you willing to change and by when?
- How will it serve you in the pursuit of your dream?

Finally, ask the participant to reflect on what they've learned in this session.

Assignment:

1. Review your experience and findings from session 7.

- What have you discovered about yourself?
- What have you discovered that will help you achieve your dream?
- Make a list of the changes, and the associated actions, that you intend to make as a consequence of your learning from session 7.

2. Watch John's teaching, and complete the Participant Workbook for Question 8.

Thank the participant and congratulate them on their efforts. Express how much you're looking forward to the next session. Confirm date and time.

Take time to record your thoughts and observations in your journal.



Session 8

The Tenacity Question: Am I moving closer to my dream?

In Session Coaching:

Update:

Explore the participants' answers to the questions posed in the assignments from the last session.

- Review the findings and the actions identified. What specifically will the action accomplish?

Interactive Exercise 1:

- In what ways have you had to be tenacious in the pursuit of your dream?
- What's the biggest challenge you're facing right now?
- When do doubts haunt you most?
- How do you handle doubts most effectively?
- In what situations have you quit in the past and lived to regret it?
- What events brought you to that decision?
- How would you approach the same position today?
- What was learned from that situation that helps you today?
- In what situations have you prevailed when others doubted you?
- When have you persevered despite feeling doubt?
- What made you so resilient at the time?
- How much closer to your dream are you than you were a month ago?
- What evidence supports this view?



Interactive Exercise 2:

Take the participant through the 'Can't' phrases only.

As you read each phrase out, ask the participant to consider where the statement applies to his or her situation. This should include where the participant has thought the phrase, and when others have spoken it (or something similar)

When a specific phrase is highlighted as being relevant, ask:

- What would now be a more empowering, resourceful approach to this challenge? And/or...
- What would the wisest person you know do when facing this challenge? And/or...
- If you knew the answer, what might it be?

exhausted, review and explore with the participant the merits of each possibility and what action he or she is willing to take.

Interactive Exercise 3:

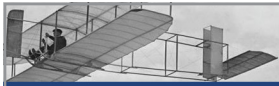
'To move closer to your dream...recognize that waiting for everything to be right is wrong'

- Where has this statement applied to you in the past? In hindsight, what did it cost you?
- What's currently not ideal in the pursuit of your dream that is causing you delay?
- What's the implication if nothing changes?
- What control do you have?
- How long will you give it until you act?
- If everything was as it should be, what would you be doing differently right now?

'To move closer to your dream...remember that when you have exhausted all possibilities – you haven't'

- What are the possibilities that you and your team haven't exhausted?

Finally, ask the participant to reflect and summarize on what they've learned in this session.



Assignment:

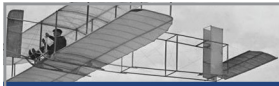
1. Review your experience and findings from session 8.

- What has the session and material revealed to you about your tenacity?
- What does it tell you about how you've been applying yourself?
- What, if anything, do you choose to change as a consequence?

2. Watch John's teaching, and complete the Participant Workbook for Question 9.

Thank the participant and congratulate them on their efforts. Express how much you're looking forward to the next session. Confirm date and time.

Take time to record your thoughts and observations in your journal.



Session 9

The Fulfilment Question: Does working towards my dream bring satisfaction?

In Session Coaching:

Update:

Explore the participants' answers to the questions posed in the assignments from the last session.

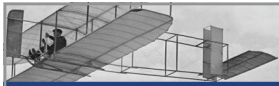
- What was revealed by the team's interpretation of the vision?

Interactive Exercise 1:

Read the opening 3 paragraphs of the teaching.

On the graph at the top of page 19, ask the participant to mark where they believe they are in 'the dip'.

- In What's the most challenging part of this process currently?
- What makes it so fulfilling for you?
- What are the biggest anomalies between your ideals (what could happen if everything was perfect), and actuals (what is happening because everything is not perfect).
- Does your dream scare you as much as it excites you?
- In what way does it scare you?
- What aspects of this entire process do you find most rewarding?
- How have the journey, and the gap, been beneficial to you so far?
- What have you learned as a consequence of the process so far?
- What is different about you today to the person who generated the idea in the beginning?



- Which of your personal values are reflected in your dream?

Give an example of where you've done what needs to be done, the right thing, in order to achieve your dream even though you didn't feel like doing it all.

- What does this tell you?
- What has this line of enquiry reveal to you?

Finally, ask the participant to reflect and summarize on what they've learned in this session.

Assignment:

- 1. Review your experience and findings from session 9.**
 - How has it impacted you?
 - What has it changed about your approach to the accomplishment of your dream?
- 2. Watch the teaching, revisit the workbook and rework your answers to the questions posed in 'Breakthroughs That Build Your Dream'. How have the answers changed from your initial answers? What does this reveal to you?**
- 3. Review your assignment work from this entire process and list the key learning points with a view to sharing them in the final session.**
- 4. Watch John's teaching, and complete the Participant Workbook for Question 10.**

Thank the participant and congratulate them on their efforts. Express how much you're looking forward to the next session. Confirm date and time.

Take time to record your thoughts and observations in your journal.



Session 10

The Significance Question: Does my dream benefit others?

In Session Coaching:

Update:

Explore the participants' answers to the questions posed in the assignments from the last session.

- What was discovered?

Interactive Exercise 1:

- In what way does your dream create significance for others?
- What meaning and value does it bring?
- How are you building something of significant with others?
- Who has ownership as well as you?
- In what way do you 'wear' your dream?
- In what way is your dream more than something you want?
- What will you do to maintain and nurture your dream?

Interactive Exercise 2:

Review the participant's answers to the questions posed on the worksheet for the 'Breakthroughs That Build Your Dream' teaching.

Before going through each question posed, ask the participant how the answers have changed from their initial responses at the beginning of the process.

- What does this reveal?



Interactive Exercise 3:

Read out John's conclusion on page 22. Ask the participant to consider the journey of achieving the dream until this point in time. Then ask:

- How has your dream helped you to focus?
- How has it helped you to stretch?
- How has it helped you to make sacrifices?
- How has it helped you to persevere?
- How has it helped you attract winners?
- How has it helped you develop others?
- How has it helped you rely on others?
- How has it helped your leadership?
- How has it helped you become a better person?

Finally, from the previous sessions' assignment and the explorative process in this session, ask the participant to share his or her perspective on what's been learned from this entire process, and how it has helped in the pursuit of the dream.

Closing Comments

Thank the participant/s for entrusting you to collaborate in their development as a leader and the accomplishment of their dream.

Congratulate the participant on their success and the commitment in time and energy that has been dedicated to the learning process.

Close off by stating that you look forward to working with them again in the near future.