
ADD COACHING SKILLS OVERVIEW

Core Coaching Modules & Required Coaching Supplementals

OFI Coaches learn to understand the reasons behind the ADD challenges in the ADD Modules. **The Coaching Skills Modules** explore the coaching techniques that correspond to ADD challenges and provide a variety of ways to "end-run" the difficulties.

You will synthesize the information from any of the ADD Modules into an extremely powerful, comprehensive way of coaching a client with ADD – **a style of coaching that works for ANY client, essential for an ADDer.**

In each Coaching Skills Module, whether Core or Supplemental, you will learn specific concepts, techniques and strategies designed to make a difference in one or more of the areas identified in [The Challenges Inventory™](#). You will also begin to work with forms and programs in the Coaching Skills Modules.

Coaching Supplemental Prerequisites for Core Content Coaching Modules

The Coaching Core Content Modules concentrate on ADD-specific Coaching Skills. These classes are scheduled in the second half of the Core Modules segment to give everyone time to take the Required Coaching Supplementals that function as prerequisites, listed before the Core Coaching Modules below for that reason

Don't make the mistake of confusing the beginning of your Core Content Modules with the beginning of the A.C.T. Training.

Part of the reason for the reorganization was to allow an **immediate** start. MOST of your training hours will be Supplementals. Some, like ADD-101, must be taken **before** you begin the Core.

The fundamentals explored in these particular R-Supplementals are skills you will need practically immediately – so sign up for them as soon as you can. You may begin scheduling classes as soon as we have received your tuition.

Other Coaching Supplementals

In addition to the required modules listed immediately below, there is a huge assortment of Coaching Supplementals you can elect to be part of **YOUR** A.C.T. training. A.C.T. Tuition includes 78 hours of S-Supplementals (20 beyond your graduation requirements), and an additional 33 hours of C Supplementals. If you would like to see some of those classes, there is a link at the end of this section to enable you to download a spreadsheet in PDF format. If you don't already have Adobe Acrobat Reader installed on your hard drive, required to be able to read PDF files, a link to the Adobe site has been provided below as well.

THE ADD COACHING SKILLS MODULES – Course Content

REQUIRED COACHING SUPPLEMENTALS

(one month each)

ADD-1130 –Fundamentals of Coaching

Coaching Modules PreReq (3 sessions - may be taken concurrent with ADD-101)

- **What is Coaching?**
 - A little background
 - Therapy, organizing, consulting and coaching differences
 - Coaching models
 - Training & certification
- **Coaching Techniques**
 - Basic coaching approaches
 - Basic coaching skills
- **Peer coaching: overview & introduction**
 - Professional coaching and Peer coaching Differences
 - Peer & Partner coaching differences

ADD-1140 –ADD Coaching Basics

Coaching Modules PreReq (3 sessions)

Essential differences between "ADD flavored" coaching approaches/techniques & "vanilla"

- **ADD Coaching & "vanilla" coaching differences**
 - Basic differences in approach
 - The OFI Model
- **ADD Coaching overview**
 - Specific ADD coaching tasks
 - Overview of ADD coaching skills
 - Overview of ADD coaching distinctions

**ADD Coaching works with ANY client;
it is the ONLY approach that really works when you are coaching attentional challenges**

ADD-1141 – Intake Support

Coaching Modules PreReq (3 sessions)

Starting clients powerfully is important with any client. With attentional challenges, the way you begin sets the tone that predicts coaching success or failure.

- **The intake procedure**
 - The fee: negotiating, collecting, record keeping
- **Starting clients powerfully**
 - Keeping the client on track, enrolled & in action
 - Strategizing – prioritizing the coaching
- **Structured coaching framework**
 - Information intake
 - Dominant modalities
 - Rebuilding self-esteem: key shifts to seed

ADD-1150 – Basic Coaching Terms & Technologies

Coaching Modules PreReq (4 sessions)

PreReq ADD114 (ADD Coaching Basics), or 1 year of ADD Coaching.

Coaching vocabulary that includes more than understanding the meaning of the terms: this class is an introduction to application as well as to the tools good coaches must have in their tool chests.

• Coaching tasks

- Overview
- ADD-specific

• Coaching skills

- Most & least useful with ADDers
- ADD-specific coaching skills

• Distinctions & Collapsed Distinctions

- Overview of import to coaching
- General coaching distinctions
- ADD-specific

THE ADD COACHING SKILLS – Course Content

CORE COACHING MODULES

(A.C.T. Associates only - one month each)

ACT-0200 – Listening & Language Fundamentals

Coaching Fundamentals Modules PreReq

Listening basics

- **What can you HEAR?**
 - Assigning meaning to what you hear
 - Listening neutral
- **Listening from belief**
- **Learning to check with your client**
 - Transfer of Power
 - 3 kinds of Mirroring

Language basics

- **Fundamentals of language**
 - Language Skills
 - Essential elements of speaking
 - Fundamental elements of language
 - Denotation & connotation – the elements of subtext
- **Language concepts**
 - Languageing *from*
 - Languageing neutral
 - Languageing to modality & multi-modal filters
- **Conditioning your languageing**
 - How are you HEARD?
 - Responsibility for the listening
 - Awareness of what you bring to the party & how to work around it

Related C PreReq: ADD-2000: Intro to Sherlocking

ACT-0201 – Listening for ADD

- **Who is this person apart from their ADD?**
 - Distinguishing ADD issues
 - Adrenalin & other forms of self-medication
 - Distractibility, Impulsivity & Hyperactivity
- **Time issues**
- **What does this person really want?**
 - Stages of grief
 - Assumptions: yours & theirs
- **What's missing?**
 - Challenges Inventory
 - Optimal Functioning (ADD Personal Foundation)

Related C PreReq: ADD-2100 Sherlocking 1 - Dynamics of Listening

ACT-0301 – Linguaging to ADD

- **Distinguishing to attention**
 - Distinguishing "normal"
 - Specific symptoms of attentional differences & what they imply
- **Information intake**
 - Dominant & preferred modalities; modalities filters
 - Linguaging to modality: multi-modal approaches
- **Specific languaging skills**
 - How to talk to the ADD client
 - Linguaging *from*
 - Messaging: *You, I* and *It* Message differences
- **Teaching clients to self-advocate**
 - Requests & Boundary technology
 - Language to teach ADD clients to self-advocate
 - Helping your client communicate about ADD specifically

Related C PreReq: ADD-3100 Fundamentals of Linguaging

ACT-0401 – Introduction to Systems

- **Key elements of systems development**
- **Key elements of systems application**
 - The Systems 7
 - Organizing principles
- **Tools & technologies**

Related C PreReq: ADD-4000 Systems Overview

ACT-0501 – Introduction to S-8 Strategizing

**A systematized way to strategize systems development
Strategizing Modules PreReq**

- **The S's: What they are & how they work**
 - **Specific components**
Shoulds, Synergy, Symptoms, Sources,
Solutions, Structure, Systems, Second Nature
 - **Associated features**
 - **How and why they work *with* ADD**
- **Basic Concepts**
 - Crutches
 - Values & needs
 - Standards & boundaries

- **S-based distinctions & tools**
 - **The Shame of Shoulds**
 - Should symptoms
 - Should sources
 - Should solutions:
 - **Should Technology**
 - **7-Step Requesting**
 - **Boundaries & Boundary technology**

Related C PreReq: ADD-5020 S-Module 2: 8-dimension coaching

ACT-0502 – 8-dimension coaching

This module is supported by Strategizing Lab, consisting of a series of specific coaching role plays where you will learn to *strategize* for ADD.

One Case Study is part of the structure of this Module

- **Identifying the S's**
 - **Shoulds:** shifting expectations to the positive;
 - **Synergy:** learning to lean on others;
 - **Symptoms:** what's working & what's not?
 - **Sources:** breaking down the specifics;
 - **Solutions:** other ways to do things;
 - **Structure:** boundaries of time & space;
 - **Systems:** game plans to become automatic;
 - **Second nature:** so life can be about larger issues.
- **S strategizing overview**
- **S strategizing with a Case Study**

Related C PreReq: ADD-5020 S-Module 2: 8-dimension coaching