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A Coaching Framework for Patterns of High Performance

Editor's Note: This article is published in the July 2021 issue of CCMag around the theme of “frameworks in coaching” as defined by Chad Hall’s introductory article.

“SUSTAINABLE PERFORMANCE + LESS STRESS = CLIENTS WIN”

What does doing your best work look like? More importantly, what does it feel like?

In his book, *Patterns of High Performance*, Jerry Fletcher identifies two modes of getting work done: Grind it out Mode and High Performance Mode. Helping clients discover their unique pattern enables them to experience sustainable performance with less stress.

GRIND-IT-OUT MODE aims for predetermined results that are manufactured through grinding effort, resulting in high levels of stress, fatigue, and overwhelm leaving a person exhausted and relieved when it’s over. Here the focus is endurance to make it to Friday.

HIGH PERFORMANCE MODE aims for better than expected results through strategic yet natural effort that comes by leveraging unique strengths and optimal workflow. When the work or project is over, clients feel energized, reflective, and upbeat. Here the focus is on excitement for Monday morning.

Coaches who utilize the framework of High Performance Patterns (HPP) come alongside clients helping them discover powerful components of their story and connect them to their unique pattern. Coaching clients using this framework offers a tool in the leadership toolbox that helps them determine their response to an opportunity or assignment. Leaders can know when to accept, decline, or adjust to match their HPP.

The power of your story. What makes HPP so intriguing is that it uses the power of the client’s unique story.

Storytelling has always been a powerful way to make connections. In this process, clients draft 10 stories sharing experiences that produced: **better results than expected**. These stories should be diverse, including categories of work, family, hobby, and even the past. They can range from winning the championship or a small success.

Story Outline. Stories will follow this basic outline.

1. *Getting Drawn In* – How did you hear about it? What happened before you said YES? How did you decide to get involved?
2. *Getting It Rolling* – After YES, what happened next? Do you research? Stew? Dive in? Who is involved?

3. *Keeping It Rolling* – What motivated you to keep going? What obstacles did you overcome? Who helped build momentum? How do you respond to time frames?
4. *Ending it Well* – What evidence proved it ended well? Describe how it ended. What lessons did you learn about yourself or others?

Coaching Appointment Sequence. The HPP framework could cover 5 appointments:

- 1) Introducing – The coach draws out the client’s objectives in describing the process. The client clarifies the assignment and schedule. Clients are challenged to start the process by coming up with 2 story headlines.
- 2) Sharing – Client shares three top stories as the coach guides the story through the story outline. The coach’s expertise lies in actively listening and asking questions to clarify. The coach makes observations to share next time.
- 3) Validating -Through conversation, observation, and reflection, the coach now shares the emerging elements of the client’s HPP. These are recognizable and repeatable. The coach shares how the client is drawn in, gets it rolling, keeps it rolling, and ends it well. All the while, the coach is pausing and checking for the client’s response to the observations for further clarity.
- 4) Clarifying – This conversation is focused on clarity. Collaboratively fine-tuning the client’s HPP results in the creation of the client’s concise “essence statement” (what is most true of how the client works best).
- 5) Applying – Coaches lead the client in conversation in applying their unique HPP to the client’s life and leadership. This part could take several sessions because it opens up conversations about current responsibilities, next steps, and future opportunities.

HPP: a uniquely individual success process

Clients discover that working with a coach through these narratives helps discover and deploy their individual style leading them towards success that is uniquely relevant to them.

Clients who go through the HPP framework walk away with:

- an essence statement summarizing their success style
- the building blocks for a clear future moving forward
- a tool to get unstuck in a project or assignment
- a guide for future opportunities and decisions

Through the HPP framework, clients gain sustainable performance with less stress resulting in limitless possibilities.



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