

Its All About Relationships



Applying a Coach Approach to the Practice of Law

Presented By:
Philip J. Daunt
Attorney at Law

Disclaimer

- These are my opinions, not “the truth”
- Nothing I say is original; I have borrowed liberally
- However, no one is responsible for what I say but me
- You’re entitled to another opinion and you won’t hurt my feelings if you have one
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Applying A Coach Approach:

Coach Approach Lawyers work collaboratively with their clients to:

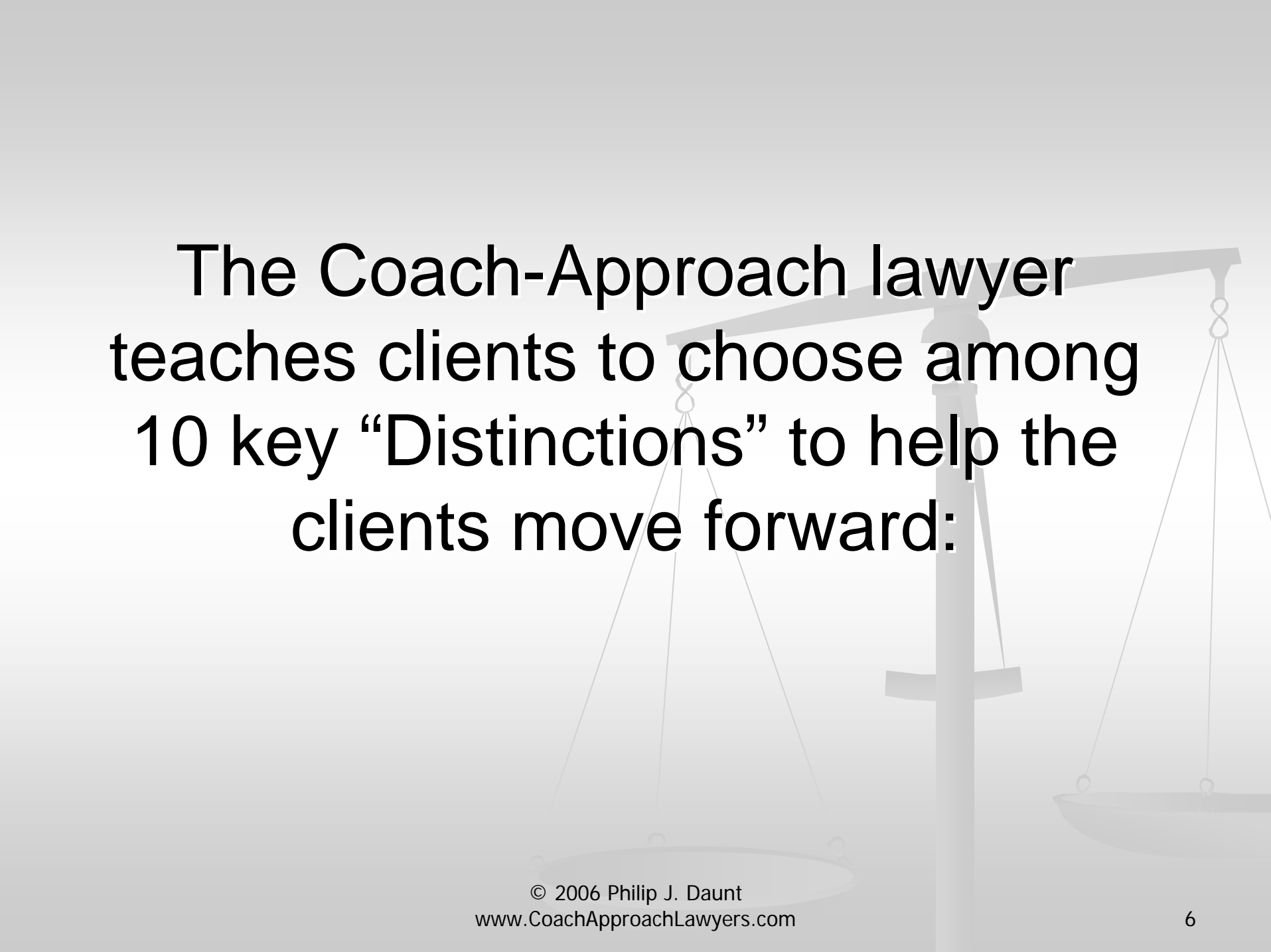
- Transform legal problems into opportunities for personal growth and positive change
- Engage in conversations about choice and the freedom to choose interpretation and significance
- Consider clients' legal problems within the context of their goals, aspirations and dreams

The 4 Lucid Living Stages of Awakening

- **Stage One: Commitment to Powerlessness**
 - At this stage, you believe life, and your experience of it, happens to you. You feel powerless, and get caught up in blaming others or the world for your circumstances.
- **Stage Two: Commitment to Overcoming Challenges**
 - In this stage, you believe you can play a role in creating your life. You seek to improve your experience by changing your external circumstances. You get caught up in working hard to create external change.
- **Stage Three: Commitment to Power Via Ownership**
 - You believe that reality is a reflection of the inner self. You seek to create change by taking responsibility for your choices, beliefs, and emotions, and cultivating a more loving relationship with yourself. You discover the resources of your inner power.
- **Stage Four: Commitment to Receiving for No Reason**
 - You awaken to the knowing that you are completely loved by the Source of all Love. Rather than seeking to improve your experience, you allow yourself to love and be loved. You receive, not because you earned it, but simply because you are willing to be loved for no reason at all.

4 Ways of Communicating

- Passive
- Passive-Aggressive
- Aggressive
- Assertive
- Only One Works
- Guess Which one!



The Coach-Approach lawyer
teaches clients to choose among
10 key “Distinctions” to help the
clients move forward:

Definition of “Distinction”

- A “Distinction” is the act of distinguishing
- To “Distinguish” means to make noticeable or different; to set apart

1. Distinguish “Perception” from “Reality”

- “Perception” is the process, act, or faculty of perceiving.
- “Perceive” means to become aware of through the senses
- “Reality” is that which exists objectively and in fact
- A “Story” is an account or recital of an event or a series of events, either true or fictitious
- Story can be far more powerful than fact

2. Distinguish “Truth” from “Beliefs”

- “Truth” is the quality of being in accord with fact or reality
- “Reality” is that which exists objectively and in fact
- “Fact” is something that has actual existence : a matter of objective reality
- In other words, Truth is what is
- “Beliefs” are stories about what is
- “Disempowering” vs. “Empowering” Beliefs
- Consequences arise from choosing one over the other

3. Distinguish “Emotions” from “Feelings”

- Feelings are simple and real
- Emotions are stories wrapped around feelings
- Distinguishing emotions from feelings empowers the client

4. Distinguish “Blame” from “Responsibility”

- “Blame” stresses censure or punishment for a lapse or misdeed for which one is held accountable and involves anger and resentment
- “Responsibility” involves personal accountability without anger or resentment, censure or punishment
- The client’s choice between blame and responsibility affects the client’s ability to move forward toward a workable solution to the legal problem

5. Distinguish “Sin” from “Mistake”

- “Sin” is something regarded as being shameful, deplorable, or utterly wrong.
- “Mistake” is an error or fault resulting from defective judgment, deficient knowledge, or carelessness
- What are the consequences of believing that a past act was either “sin” or “mistake”?
- Choosing to interpret an act as a “sin”, wraps that act in guilt and shame
- Choosing to interpret an act as a “mistake” allows the client to learn from the mistake and make positive changes to avoid similar mistakes in the future

6. Distinguish “Epinephrine” from “Endorphins”

- “Epinephrine” is a hormone secreted by the adrenal medulla that is released into the bloodstream in response to physical or mental stress, as from fear or injury. It initiates many bodily responses, including the stimulation of heart action and an increase in blood pressure, metabolic rate, and blood glucose concentration
- An “Endorphin” is a neurochemical occurring naturally in the brain and having analgesic properties
- The thoughts we choose to dwell on can generate either one substance in the body or the other. Which one serves the client more?

7. Distinguish “Motivation” from “Inspiration”

- To “Motivate” is to provide with an incentive, (whether positive or negative); move to action; to urge to action through moral pressure . Can be fear–driven.
- To “Inspire” is to stimulate the mind or emotions to a high level of feeling or activity. There is no fear, only love.
- Is a client’s life better run from fear or love?
- What results from choosing one over the other?

8. Distinguish “Force” from “Power”

- “Force” is to move or effect against resistance or inertia
- “Power” is the ability or capacity to perform or act effectively
- If the client is working too hard and needs a specific result too much, maybe the client should be focusing on something else
- What happens if the client substitutes clear detached intention instead?

9. Distinguish a “Domination Paradigm” from a “Partnership Paradigm”

- “Domination” is control or power over others
- “Partnership” is a relationship between individuals or groups that is characterized by mutual cooperation and responsibility
- What are the costs of needing to dominate in order to avoid domination?
- What would happen if the client chose not to play the game?

10. Distinguish what “Cannot” be changed from what “Can” be changed

- The client can only change the client’s own thoughts and actions, not the thoughts and actions of others
- The disempowering consequences of focusing on what the client cannot change

The Serenity Prayer

God grant me the serenity
to accept the things I cannot change;
courage to change the things I can;
and wisdom to know the difference.

Living one day at a time;
Enjoying one moment at a time;
Accepting hardships as the pathway to peace;
Taking, as He did, this sinful world
as it is, not as I would have it;
Trusting that He will make all things right
if I surrender to His Will;
That I may be reasonably happy in this life
and supremely happy with Him
Forever in the next.

Amen.

--Reinhold Niebuhr



The Coach-Approach lawyer
invites the client to consider 5
possibilities:

1. The client is always free to choose between alternatives

- The client is constantly choosing, but mostly subconsciously
- Conscious choice allows the client to create and move toward clear goals
- If the client doesn't choose, someone else will choose for the client

2. The life the client lives is largely the result of the choices that the client makes



3. There are advantages to be derived from making conscious choices

- The client makes conscious choices based upon current information
- The client makes subconscious choices based upon information that the client had when the client was a small child

4. Choosing not to dwell on thoughts of anger, sin, guilt and fear has its advantages

- If the client accepts responsibility for the legal challenges the client faces without blaming anyone, the client keeps greater power and control over the outcome
- Thoughts of anger, sin, guilt and fear just produce those bad chemicals

5. Forgiveness may not be enough

- Forgiveness is just a polite way of blaming and judging
- Curiosity and gratitude just might take you farther
- How did we get here?
- What was the lesson I was supposed to learn?
- AHA! But for this experience, I wouldn't have the wisdom I need to move forward, to grow, to evolve into my full potential

Does A Coach Approach to the Practice of Law Work?

- The domination-lose/lose way of practicing law
 - a. The participants approach the legal process from the perspective that they need to dominate the other party in order to avoid being dominated
 - b. They believe that acknowledging responsibility will result in “losing” to the other side

Does A Coach Approach to the Practice of Law Work?

- There is a better way!
- By giving up the need to dominate the other party, attorneys and their clients can focus on solutions that work for the client moving forward into the future
- These solutions can either include collaboration with the other party or not; it's the client's choice

Does A Coach Approach to the Practice of Law Work?

- As a mentor, the Coach-Approach lawyer teaches the client the skills needed to forge legal solutions that work for the higher good of all the participants
- The client is empowered and leaves the relationship with new skills that will last a lifetime
- The results can be PHENOMINAL!!!

Does A Coach Approach to the Practice of Law Work?

- Applying a Coach Approach to the practice of law consistently delivers solutions to clients' legal problems in less time, with less stress and with superior bottom-line results to those achieved by more traditional methods of legal practice

A Lawyer's Fiduciary Duty

- “Fiduciary Duty” is the legal duty of a Fiduciary to act in the best interests of the client because of the special relation of trust, confidence, or responsibility between the Fiduciary and the client.
- If applying a Coach Approach delivers superior results for the client, isn't it the lawyer's fiduciary duty to apply a coach approach to the lawyer's law practice?
- Is it a lawyer's ethical obligation to expose the client to a Coach Approach even if some might describe it as “Stealth Spirituality” or “Pragmatic Enlightenment” if doing so will give the client tools that will produce superior results?

This Year's Theme: It's all about relationships

- Applying a Coach Approach to the practice of law results in close, collaborative relationships between lawyers and their clients
- Working as the client's mentor, counselor and coach, the Coach-Approach lawyer transforms the lawyer-client relationship into a synergistic forward-thinking collaboration

This Year's Theme: It's all about relationships

- The Coach-Approach lawyer also transforms the relationships between clients and their counterparts, helping to provide superior results
- The Coach-Approach lawyer examines with the client how the legal problems arose and what the client might do differently to avoid attracting similar problems in the future

This Year's Theme: It's all about relationships

- The Coach-Approach lawyer provides the client with new skill sets and with a new way of being that will serve the client long after any particular legal matter has been addressed

Philip J. Daunt

Attorney at Law

Applying a Coach Approach to the Practice of Law

2100 Garden Road, Suite A-211 Monterey, CA 93940

Phone: (831)375-0393

Fax: (831)375-0566

pjd@pjdlaw.com

www.coachapproachlawyers.com