

FANTASY LADDER



It is a visual tool used to map and manage self-limiting beliefs. The goal is to help the client achieve the point of objectivity, by progressing from clouded subjectivity.

Case Study (Excerpt)

I liked Mick Cope's story about a person lacking confidence who was making a presentation. His thoughts were: The man in the third row is not paying attention. This must be because my presentation is boring. The attendees are not interested either and are just feigning interest for the sake of politeness... I'll never make another presentation.

He was pushing himself into a spiral. He was thinking in ever more general terms and found the situation increasingly negative although his starting point was wrong. The man in the third row was not paying attention, but the reason was not that he found the presentation boring. On the contrary, he was really enthused about it and was searching for a sheet of paper in his bag so that he could take notes.

Mick Cope: *The Seven Cs of Coaching: The Definitive Guide to Collaborative Coaching*. Financial Times Prentice Hall, 2004.

Case Study (Excerpt)

Climbing the ladder:

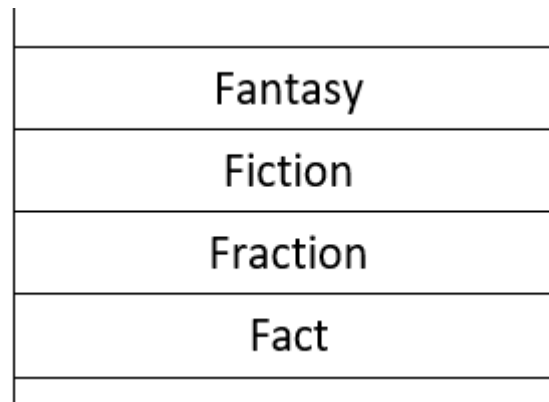
- Attenuation: we pay selective attention to certain aspects.
- Alteration: two people watching the same movie have different ideas.
- Amplification: we draw global conclusions.

Fantasy – Presently, it has little relation to the original fact and has turned into a myth or story.

Fiction – The story is rooted in fact, but critical details have been altered.

Fraction – One person has put a spin on it, and while in essence, it is still accurate; it now has a personalized edge.

Fact – All persons involved in the experience would agree on about the details



Case Study (Excerpt)



The client has to climb down from the fantasy ladder. The coach can only help reverse the three processes:

- Turn it down: try to strip away the generalization – “this always happens”.
- Clean the distortion: *What makes you think that? Why is that so?*
- Add missing data: *What else happened? How might others view this?*
- Face the facts.

Based on this description, these four steps might seem simple, but in fact, it is very difficult for a coachee to climb down the ladder on his or her own.

