



# META DYNAMICS™ FOUNDATIONS

## CRITICAL ALIGNMENT MODEL



META  
DYNAMICS™  
FOUNDATIONS

There is a  
**BIG GAP** between what we say  
**WE WANT** and what we  
**ACTUALLY WANT.**

Learning how to close that gap,  
is what brings choice and creates  
a functional & **AWESOME**  
**HUMAN**

**Matt Lavars**

## META DYNAMICS™

### CRITICAL ALIGNMENT MODEL FOR COACHING

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One of the challenges of coaching is to know what a great outcome is. Whilst it's up to the client, there is still the opportunity to add value to their decision, commitment or action by pointing out an obvious but unseen flaw in their thinking, or by bringing to their attention something they hadn't considered.

The Meta Dynamics™ Critical Alignment Model (CAM) is designed as a guide for a coach, facilitator, trainer, mentor, leader or consultant to have so they can 'see' with ease what to consider when working with a client.

There are, in any situation, 4 dimensions to consider. How well we know these dimensions, and their subtleties, determines how behaviourally flexible we can be when coaching.

The Critical Alignment Model allows us to explore our world, our client's world and the possibilities with a greater sense of certainty.

Once the coach becomes more experienced, it is the ultimate coaching tool in terms of advanced coaching, strategic coaching, business coaching, and leadership development.

## THE FOUR DIMENSIONS

QUALITATIVE  
IDEAL BEST PRACTICE

QUANTITATIVE  
IDEAL BEST PRACTICE

**E - ENVIRONMENT**

**S - STRUCTURE**

**I - IMPLEMENTATION**

**P - PEOPLE**

## ONE: ENVIRONMENT

**THIS IS WHERE YOU START ALL THINKING AND CONVERSATIONS.**

### IT'S CONCERNED WITH:

1. Purpose
2. Goals and outcomes
3. Values
4. Beliefs
5. Attitude
6. Ideas
7. Standards for ourselves
8. Expectations from each other

The Environment is the qualitative dimension of thinking, believing, imagining, valuing and expecting.

It is vital to consider when coaching, as all actions are first shaped as a thought or an idea. All that is visible first begins as the invisible.

The coach can't simply ask the client to imagine a better world. The questions must 'flesh out' the possibilities of an alternative reality.

With this dimension, we can begin to see the possible questions we can ask.

## TWO: STRUCTURE

**NEXT WE MOVE TO THE QUANTITATIVE CONSTRUCTS OF THE SITUATION, THE REALITY WE'RE EXAMINING, THE CONVERSATION WE'RE HAVING.**

### IT'S CONCERNED WITH:

1. Categories of performance
2. Dimensions of experience
3. Benchmarks of excellence
4. Limits of experience
5. Planning and organisation
6. Strategies

This dimension seems too often to be the weak link in coaching (and for coaches themselves).

It's as if 'living in the moment' is suitable for all occasions. And it's not. Success at Wimbledon takes years of sacrifice, planning, scheduling, and development of skills and resilience. Anything that is 'epic' in scale is not experienced by the person content to live in the here and now and let tomorrow take care of itself.

That isn't to say anyone can't live that way. It's just at odds with the attainment of financial independence, or planning for children, or seeking a new career, or planning a wedding, or going to the gym, or meeting someone at a specific time, or...

*Living in the moment is a luxury for our downtime. When we're at work, in a meeting and being asked questions about what we've accomplished, letting go and just 'being' is inappropriate and disrespectful.*



### THREE: IMPLEMENTATION

**ONCE WE HAVE ESTABLISHED WHAT IS ABOVE THE LINE, WE MOVE BELOW THE LINE AND LOOK AT 'REALITY' – GIVEN THE ABOVE THE LINE PARAMETERS, WHAT ACTUALLY OCCURS?**

#### IT'S CONCERNED WITH:

1. Actions
2. Actual KPI's achieved
3. How we actually *do* something
4. Habits

What we actually do speaks volumes about what we care about and what we are simply saying matters. We can't behave in a way that is contrary to our true nature for any sustainable length of time. We must revert to our true selves.

If we're behaving in a way that is not suiting who we want to become, then we must go back to the Environment and reassess our values, our beliefs and our standards. We can't just hack away at the task hoping it will suddenly go away or get easier.

We must be aligned with and feel congruent with that which we must repeat over and over.

We can't go jogging every day if we don't value health. (The army would be an exception to this, everyone else who loathes it finds a way to get out of it.) We can jog if it's aligned with our values, and is ecological with the rest of our lives – our family commitments, our profession, our personal time etc.

## FOUR: PEOPLE

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**ONLY ONCE WE HAVE PUT IN PLACE THE IDEAL ENVIRONMENTAL AND STRUCTURAL ELEMENTS TO SUCCESS, WE MOVE BELOW THE LINE AND START THE 'DOING' – AND ONCE WE'RE DOING, WE CAN NOW, FINALLY, LOOK AT HOW PEOPLE ARE PERFORMING IN THIS ENVIRONMENT.**

### **IT'S CONCERNED WITH:**

1. Quality of relationships
2. Discussions
3. Guidance
4. Feedback
5. Response to feedback
6. Capability of an individual

This is a great area for exploration when it comes to relationships, with themselves and with others.



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## NOTES

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META DYNAMICS™ FOUNDATIONS  
Feeling Inventory

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**Speak with one of our WOW Team on 03 9645 9945  
to get advice on your coaching journey.**

LEARN MORE ABOUT BECOMING A SUCCESSFUL COACH:

# HOW FAR ARE YOU GOING IN YOUR META DYNAMICS™ JOURNEY?

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Connect with the crew at the back of the  
room to make sure you have what you need  
to become a Professional Meta  
Dynamics™ Coach!



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