



PROFESSIONAL CHRISTIAN COACHING TODAY

Chris McCluskey & Kim Avery

*The podcast dedicated to Raising the Standard of Coaching...
and Changing the World*

Episode 022

Coaching at Midlife with Jeff Spadafora, Director of Global Coaching Services at Halftime Institute

KIM: Well, welcome today to a very exciting topic, coaching at midlife, why halftime ministries is bullish on coaching. This is a topic very near and dear to my heart. Like most of you who are listening, I look at my own life, look at the people around me, and I've realized how easy it is to get into the weeds of life and to forget the big picture and what is the goal, what are our true values, and what's important to us. I'm thankful for midlife because it's a bit of a trigger, I think, to cause many of us to pause and to look down the long road that still lies ahead and say, "Hey, what is most important to me in this second half of life?"

We're here to address that today, Chris, with Jeff Spadafora, the director of Global Coaching Services for Halftime Institute and I know he's going to give both coaches and people who are going through midlife crises or reevaluations of their own, some really good food for thought.

CHRIS: Yeah, this is a pretty neat opportunity here because definitely, Halftime Ministries is all about, as the name would imply, halftime or the midpoint of life. Many of

PROFESSIONAL CHRISTIAN COACHING TODAY

our listeners would be already familiar with Halftime Ministries. It is an outgrowth of the excellent book by Bob Buford of the that title, Halftime, and out of Halftime Ministries then has grown a thing called Halftime Institute that is all about persons actually getting trained in a coach approach to working with persons around midlife issues, but as you said, Jeff Spadafora, director of Global Coaching Services for Halftime Institute is our guest. He's also a past student of Professional Christian Coaching Institute here and he has been in classes with you and with me, and with many of our fine instructors. He has actually then had the coaches that make up the global team of coaches now in Halftime Institute all trained through the school here. We are hitting on several different cylinders all at once by bringing Jeff in.

I got to say on a personal front too, Jeff and I have developed an honest to goodness deep friendship over the last several years. I got to know him first as a student and then as we started bringing in the coaches through Halftime Institute to train here and then we connected at some conferences that we've been at. More recently here, he and I have worked. I've had the privilege of consulting with him on a book that he's working on which we'll talk about at the end of the broadcast today, a book coming out next year on a coach approach to midlife seasonal issues. Again, all cylinders are firing on this. Jeff, I'm so thrilled to have you with us here. Thanks for joining.

JEFF: Well, thanks for having me Chris and Kim. Thank you very much.

CHRIS: For those who are needing just a little bit of background information on Jeff, let me just clarify that before he transitioned into the field of professional coaching as a Christian, he had more than 20 years of leadership and executive development consulting kind of work with Fortune 1000 Companies. This guy has worked closely with leadership in Ford Motor Companies, Sears and Roebuck, Copyserve, Domino's Pizza, Skyshift, whole bunch of others, and somewhere in the middle of the first decade of this 21st century, Jeff found himself kind of experiencing his own internal questionings and midlife hmm. "Is there where I am supposed to be

PROFESSIONAL CHRISTIAN COACHING TODAY

and is this where I continue, or is the Lord calling me to something new?” Jeff, can we use that as kind of a springboard? You had climbed many ladders that many from the outside would say were ladders of success and you found yourself in midlife asking coaching questions before you sought out your first coach. Can you tee that up for us?

JEFF: Well that’s exactly it, Chris, and absolutely, I’d spent my whole professional career working the American dream. That was sort of the playbook that was handed to me as I went through college and was just sort of indoctrinated really with the belief that the key to happiness is make as much money as fast as you can. I just started working the plan as a management consultant really with a specialty around executive development and was having a bit of success in doing that and was just kind of, from the outside looking in, living the life, but inside, I had this odd feeling that was going on that as I looked back on it, the best way I can describe it is smoldering discontent. It’s just, why am I not happier than I should be? I mean, this is the plan I’ve been working. Sequential to that, I was actually on a significant spiritual growth spurt and I just started to see in Scripture that there’s a whole different methodology, process, set of values, way of thinking for joy than the life that I was living. What I was really craving in my life was greater joy and I want to make a bigger difference in the Kingdom. I was doing great work, I was helping businesses, I was helping leaders be more effective but I just thought if I had poured that same level of energy and creativity into God’s Kingdom, it would be more fulfilling.

I was stuck. I did not know how to change but I knew I was just yearning for something greater in my heart. I live in Colorado and I was fly fishing with a buddy of mine, I was telling him how I was feeling and he just, “Man, you’re in halftime.” I said, “What are you talking about?” He said, “You’re in halftime. You know, it’s that season where the pursuit of success in and of itself is just starting to go stale and you know there’s something on the horizon for you.” That happened to me in 2005. I finished reading that book by Bob Buford. I picked up the phone to call him to just say thanks for writing that book and it turns out that

PROFESSIONAL CHRISTIAN COACHING TODAY

he had created a whole organization, a 501c3 ministry to really help people sort through what exactly is God's calling for my next season of life as I transition here in midlife? So that's what happened.

CHRIS: And here you are now running the coaching division of what's morphed into an institute. Isn't that just like God?

JEFF: Yeah, exactly. He redeems everything. It was interesting because when I came to Halftime in 2005, there was basically one coach just kind of dabbling with the concept of how can people use coaching as a methodology to process through to clarity in their next season of life, yet for me, that was fairly all that because I've been doing that in the marketplace with executives and other leaders in the Fortune 1000. I didn't think it was odd so I readily said, "Yeah, I'll work with a coach." As I went through it ultimately, I popped out into the other side of the process and I just realized, you know, I think my calling is to help people figure out their calling. I went back to Halftime and I said, "Look, you folks are just dabbling with coaching but I think there's huge potential for your ministry to really codify and leverage and professionalize coaching, and so here we are 10 years later, 35 coaches and six different countries helping halftimers all over the world.

KIM: Wow, when you go all in with something, you go all in, don't you?

JEFF: You know, there's a bit of a qualifier there, Kim, because that does sound like a real easy switch, doesn't it? I was miserable one day and I'm all happy the next. Well, the fact of the matter is it's a little messier than that and I think your listeners know that. That took me 18 months of coaching and a lot of people think that making this midlife transition is like one big audacious bet the farm type of decision. What we learned over the years is it's more like 100 smaller, courageous, obedient decisions over an extended period of time to really make the change that you think God is calling you to. Because that's the nature of this type of change, that's why coaching is the best methodology to actuate it because people get caught up in busyness, they get caught up in fear, they get sidetracked and when we're looking for significant midlife change, you need a professional

PROFESSIONAL CHRISTIAN COACHING TODAY

partner to really walk alongside you that has also got the spiritual maturity to help you sort this out. It took me a while to figure that out, lots of conversations with Michelle, my wife, and lots of prayer as well.

KIM: That's beautifully said and so if you were to give us a zoom in just a little bit, a view of how a coach works with somebody at the Halftime Institute, what is their role and what kind of things are they doing?

JEFF: There are really three things that we provide at the Halftime Institute for somebody trying to figure this out. We call it teach, coach, and connect. There is about maybe 10% teaching. We do know there are some best practices to making a midlife transition successfully in a way that has enduring impact. There is a little bit of teaching with models and framing up the best methodologies for the transition. 80% of it is just pure coaching. So our coaches are just helping with the self discovery, the self motivation, and the accountability process to set goals and keep consistent traction moving forward on those goals, and then the last 10%, we do some connecting. If somebody starts to realize that they've got a passion for and interest in whatever it may be, business as mission or the local church, or clean water. We have a global network of Halftime alumni that we can connect people to. So it's this teach, coach, and connect, but really that the engine that drives it is that coaching process.

CHRIS: Well, you just hit exactly what was going to be my next question anyway which is since you have taken on this position of director of Global Coaching Services and Halftime, why have you become so bullish on coaching and right there is the answer – because it's the core of what you're doing. You give people enough of a framework and as you said, some teaching, some information, some schematic models and such to think about where they are in this midlife season, but then you just jump in with both feet to a classic coaching - exploratory genuinely curious, let's draw out from inside of each individual person what is there and what their best sense of discernment about what God is calling them to in this next season is and then you actually finally on the backend, help them to operationalize that.

PROFESSIONAL CHRISTIAN COACHING TODAY

You can, through a network, help plug them into places where they can utilize that greater sense of clarity and discernment better, but to hear you say that maybe as much as 80% of what we're doing is classic coaching, that thrills me. That is a perfect example of what we believe the church as it increasingly comes to understand what classic coaching is, a professional approach to coaching, not just renaming discipleship or renaming preaching, teaching, or consulting, or mentoring, all those wonderful things, but as they understand it as a distinct thing and begin to utilize that the applications, the impacts of those applications is just, it's unfathomable.

JEFF: Yeah. It's absolutely right. It's the best methodology I know of for affecting long term healthy sustained behavior change. That's why we think coaching is where we want to hang our hat as a ministry because it's the way adults learn and behave. The fact of the matter is it's the way kids learn and behave as well. It's through self discovery and through ownership. People have greater ownership for solutions that they create than for solutions that have been imposed upon them. So the bottom line is, it's not like we're wedded to coaching for coaching sake. It's just the most effective methodology that we know of for helping people sort through the complexities of midlife. I mean, you think about people that are looking at making this transition. You've got marital issues, financial issues, spiritual issues, emotional, psychological, geographical, I mean, every part of your life is up for grabs when somebody is thinking about this transition.

The folks that we typically work with have been very successful in their first half and so they are about to wade into something, these are waters they have never navigated before but they have a level of competence and capability, and for us to start telling them what to do or say, "Here are the five easy steps," it just doesn't lead to ownership and quite frankly, it's more than ownership. They usually come up with the better solution than our coach is trying to guess what they should be doing in this next season of life. Our goal is that we have no agenda but to help a person get on God's agenda and so that just takes the coaching methodology to make it happen.

PROFESSIONAL CHRISTIAN COACHING TODAY

KIM: And I can see exactly how and why that works because most of the people who are listening and us, we're such big fans of coaching. We all have coaches ourselves and we know the power of it. It makes perfect sense to me because life is an integrated whole and we can't live it in discreet segments and just fix one area and assume it's not going to touch other areas. My question is this, these very competent, successful people who are used to being sometimes drivers, fast movers, goal-driven people, when you talked about that 18 months of struggle from where you were to a whole new life and many of them are thinking about those kinds of change as well, how do you help them buy into coaching in 100 small courageous decisions versus one big change?

JEFF: Yeah, that's such a good question and this is classic coaching, right? Meet them where they are at. Here's the deal, it took me 18 months but we ultimately, what we designed is two different year-long programs and so we just say, "Listen, it takes a year to make this transition." Our ministry, this is our 15th anniversary this year of helping thousands of people with this transition and what we used to do in the early days of our coaching, because we're a Christian nonprofit, we didn't look like we're selling anything so we said, "Listen, you can come to us for coaching done on an ad hoc basis, whenever you need us and we'll kind of help you and we'll be there for you." What we noticed is this pattern of people disappearing about five or six months into our engagements with them and really what was happening was all of this fun, energizing dreaming about what could I do in my life in this next season, all of a sudden, it degenerates into hard work and sometimes, failure.

You work with somebody who hasn't really significantly failed since they were 23 years old, it's a disorienting feeling to be feeling at age 53 or age 46 when you've been sort of blessed with a bit of the golden touch. We ultimately came to the conclusion that the time that people are leaving is when they need our coaches the most. We ultimately just said, "Listen, if you're a doctor and somebody had cancer, why would we recommend aspirin when we know that chemo is available to them?" We finally got bold enough to just say, "Hey, it's a yearlong process

PROFESSIONAL CHRISTIAN COACHING TODAY

because we know this is what it takes. Are you in or are you out?” That’s one way that we help them kind of shift their paradigm that this is not going to be a super fast overnight decision.

The next thing that happens, Kim, is that if somebody very sort of linear thinker where the history of their success is based upon this type of methodology - assess the situation, gather data, make a decision, act. If somebody is like that where they are using a very business minded approach to a very human transition, we try to meet them where they are at and they ultimately, through some good coaching questions, were going to be able to say, “So now where does God fit into this equation? What about this process scares you the most? In what ways does this excite you yet you know that you might be putting yourself at risk in some place?” when you start asking those questions after you’ve met this hard charging need upfront to just kind of let them run hard, let that thoroughbred run, but then you start to slide in some of these questions, they ultimately start to see that this transition is just as much a spiritual transition as it is a practical transition. They come to appreciate in the second, third, or fourth month that this is not a quick fix recipe. This is really a spiritual journey. I hope that answers what you’re getting at but that’s really how people shift their thinking from quick fix to real transformation.

CHRIS: Boy, it sure hits on several elements of it here. I’m going to jump in because in following up on Kim’s question and what you just shared there, Kim and I are both looking at each other in the screen here and nodding our heads because you really put your finger on a couple of key concepts that we find over and over when anybody enters coaching. It doesn’t seem to matter what their issue is. You don’t typically hire a coach, plunk some money down, put your money where your mouth is, and really say I’m going to do it unless it’s pretty significant change that you’re wanting in life. If it’s little tweaks here and there, you’re not going to hire a coach. So somebody coming in has some internal sense, “This is a pretty big bite I’m biting off here. I’m not sure I can chew it myself. I may need to get some help,” but that plateauing effect that you talked about, somewhere once they get

PROFESSIONAL CHRISTIAN COACHING TODAY

moving, maybe it's five or six months we find often times it begins to occur around the eighth or ninth session even of a coaching contract. So that might be somewhere around the third month, it depends on how frequently you're meeting with your coaches but somewhere into the thick of the good coaching and yet not nearly all the way to the point of transformation and significant sustainable change, we find that all of us seem to hit a plateauing. If I could make an observation as to what I think some of the elements of that are, you mentioned one that it degenerates into hard work. It becomes ooh, wow. Okay, this is going to be a lot of smaller decisions and changes of behavior.

But another key piece I think that happens there is that some of just the newness of coaching has worn off. Anytime we all start something new in life, we get pretty fired up. That's all we can talk about, all that we can think about. We're reading on it and all and we're looking forward to the next session for a while and then life creeps back in and the shine has worn off a bit. It's not that it's bad. It's not that it's not getting us what we wanted. It's just not new anymore. It's not the shiny thing and there's some new shiny thing maybe distracting us, some other clamoring for our money, time, or attention. But a third element that I actually find that seems to account for some of that plateauing is actually that they do begin to change. It's just that they are not nearly at the fulfillment of what God may in fact be calling them to but things are not as they were three months, five months, or six months to go. So it's kind of like, "Well you know, I'm sure we could continue but things are better than they were. This is already great." Some of the sense of urgency, some of maybe the pain points have softened up that it's like, "Okay, well, this has been great and on we go." I love that you acknowledge that same pattern and powwowed with each other enough to say, "We need to just upfront say if you're going to work in this model, it's a commitment upfront. Yearlong, that's what you're ponying up for." I don't recommend by the way that all coaches do that but I do think that you've got good reason for doing so and I'm sure you get far better results because they have greater buy in and longevity right from the get go.

PROFESSIONAL CHRISTIAN COACHING TODAY

JEFF: Absolutely and what we also see at least in the nature of the change that we're coaching people through, it's really about getting your assignment from God and then getting your life in alignment with that assignment. Your comment about, "Hey, things are actually starting to change," that scares people because typically, that change is going to be counter cultural. When you really get your life lined up with God's will for you and for humanity, it's typically counter cultural and there is this gravitational pull back to the cultural norm. People are trying to make this change to say, "I want to play the most fulfilling, most joyful role I can in advancing the Kingdom of God." Meanwhile, you've got Hollywood, Madison Avenue, Wall Street screaming at you to go the other way. So as these changes start to take effect, there's just this desire to go back to Egypt to look at that analogy. It's like, "Why?" but that's what people do and so that's where a coach, not just a good friend is important because a good friend might commiserate with you and might try to encourage you, but a coach can actually help you process what are the underlying feelings and dynamics that are driving that desire to go back to Egypt. On the other hand, what are the desired feelings that you have and perceptions you have of what life really could be like and to help people think more thoughtfully about breaking through that dip in the energy about midway through.

KIM: Well, thank you for pointing that out because I think it is of that gravitational pull that you were describing from the world, from other people, from that definition of success that says, "He who has the most money wins and should be the happiness" is always kind of calling our name and pulling us away from that. The fact that a coach would be an honest truth teller, a safe place, and a supportive partner to those people, to ask those tough questions, kind of almost like what I heard you saying, are you going to settle for the world's definition of success or like you say at Halftime Institute, are you going to go from success to significance, which is what we want all of our lives to truly be about by God's measure. What are some, if you're allowed to share, some stories of people who have successfully

PROFESSIONAL CHRISTIAN COACHING TODAY

transitioned from the world's definition of success to God's definition of significance?

JEFF: That's a great point and yeah, if you go to Halftime.org, we've got tons of stories and videos of people who have made that transition. One thing to be real clear of before I share a couple of stories, the first is that there's a bit of a myth around halftime and maybe even a bit of a myth around halftime midlife transition in the Christian culture, and that's that you need to leave the marketplace in order to be a first rate Christian. What we talk about is that is myth and what really we need to look at is what we call the three "in's." That means you could shift from success to significance inside of your current place of work. Don't leave that platform. That could be the absolute, most leveraged, most noble, most joyful place for you to put your energy towards making a positive difference in people's lives and glorifying God. That's the first "in."

CHRIS: It doesn't have to be a geographical cure. You don't have to leave what you're doing in order to answer God's call for the new season. It may be right there where you are in a different state of being rather than changing or doing.

JEFF: Exactly. You don't need to leave the marketplace just to have a different paradigm about your role in it. That's the inside. The other one is maybe it's in addition to. I'm not going to do anything outside, I'm not going to leave my work but I can carve out some margin in my calendar and do something in addition to, in parallel to what I'm currently doing. We see a lot of people who are in the position where they can scale back and start going to 2-3 days a week. They are semi retired or maybe they are entrepreneurs and they felt a strong executive team and they can now have a succession strategy in plan to delegate some of the operational responsibility, and they buy themselves a couple of days a week to start exploring where they could really pursue a passion that makes a difference in the world. So you have inside of, in addition to, and then you have the classic one which is instead of. I'm actually going to do something instead of how I've been leveraging my 40-60 hours a week for the last 25 years. The first thing to note is that it could

PROFESSIONAL CHRISTIAN COACHING TODAY

happen anywhere. I mean, you don't have to leave the marketplace to follow Jesus and to really try to move the needle in the Kingdom.

I can share a story of somebody that stayed in the marketplace. His name is Matt. He has a growing business, got about 175 employees. It's a management and software technology consulting firm and because of who he is and how his faith is so real for him, he has really created what I would call a discipleship culture where there's Bible studies going on, he has trained everybody in the organization around how to handle interpersonal relationships all based on Biblical principles. All of their accounting, all of their marketing is always filtered through a Scriptural lens, but it was getting a little stale. Quite frankly, he wanted to take some money off the table by selling the company. What he wasn't sure of is where would he go?

Well, what he has realized he wants to do is he's building a venture capitalist firm with six or seven other very dedicated, highly successful Christian business people who want to fund young up and coming Christian leaders around their businesses. They are not just going to provide the capital, they are actually going to provide consulting and discipleship to the leadership teams and their goal is to really crank the profits but also leverage their profits at the investment firm to put into Kingdom projects. It's this triple bottom line where we're going to make money, we're going to make disciple, and we're also going to turn profits for the investment firm back into the Kingdom. It's just a super creative idea that it is so Matt. I mean, you just look at this plan, it's like, "Man, that is what God puts you on this planet to do at this stage of life." So anyway, that's one story. Isn't that awesome?

CHRIS: It is and it's a good example. I like those three "in's" that you talked about there. I wasn't tracking with you at first but I loved those that you're helping people to evaluate in midlife, do they do something inside of where they already are in addition to what they are already doing or instead of what they are doing. I love that and that's a great example of saying, "Well, the guy did want to make a move out of some of the obligations that he had with his business and yet he clearly used

PROFESSIONAL CHRISTIAN COACHING TODAY

the skills and the connections that he has and he has gained all of those decades of entrepreneurism to instead create this venture capitalist firm and to be an angel investor for others and to invest more than just money but time and pouring in for Kingdom purposes. Wow! What an example.

JEFF: Yeah, that's a great one and then here's a bit of a hybrid. Here's a person that is sort of in business but sort of out of it. It's more of a Christian social entrepreneurial model. So this is Chris. He was the senior executive at Motorola and just started to get this tug that's like, okay, so basically I sold phone chargers. He was in charge of this giant part of the business basically around phone chargers and it just, as he started to look at Scriptures, God just started to stir his heart and think maybe there's more. So as he went through this process, the biggest challenge for him is when you're a senior executive for Fortune 100, you can't go to the CEO and say, "I'm going to start taking off Tuesdays to go find myself." That just doesn't work in that environment. He had to make a gutsy move and he actually, he went and he opened up some time to work with me as his coach to get as strategic about his life as he has always been about his business.

I'll cut to the chase, over about a year of coaching, he ultimately has been working to create self-sustaining chicken farms in Rwanda. It's an organization called One Egg and they provided much needed animal protein for these kids in all these different areas throughout Rwanda, but it's not a ministry. It's a business where the local people are employed and running these chicken farms and distributing the eggs. That's a bit of a hybrid model compared to what Matt was doing with his venture capital firm. He is also working on building some hydroelectric plants in different places around Africa and all of the profits from the energy are spun back into local churches and local ministries that are already doing work in those communities, so just really creative ideas that Chris is working on.

KIM: Amazing. When you talk about impact and significance and the countries, not just the people but the countries and the cultures that he's impacting with his gifts is beautiful. Something that really stood out to me while you were talking, Jeff, is

PROFESSIONAL CHRISTIAN COACHING TODAY

you said you wanted to help him be as strategic about his life as he was about his business, and it just reminded me of how as coaches we want to help people operate out of their strengths so even though in some ways he felt like he was starting certain things over, he was still building on these gifts and the experience that God has given him his whole life, so he is really leveraging what he has done up to that point, not abandoning it to do something entirely different.

JEFF: Absolutely and Bob Buford has always said, “You know, this midlife transition thing, it’s more like archeology than architecture.” A lot of the clues about what do to with your future life lie in the past and oftentimes, it’s connected to things that brought you either the greatest joy or the greatest pain. Sorting through that and then sorting through the practical implications of acting on that, I mean, that’s big stuff. It takes a while and it takes a coach helping a person have the right conversations with their spouse, with their kids, with their trusted advisers, with their network of friends. One thing that we do as coaches is we really encourage people to get lots of input from other people that know them, love them, want the best from them and then be able to process that with their coach and move towards confident decision.

CHRIS: Jeff, I keep hearing so many themes coming off of the mantra for Halftime – from success to significance. So many times I think people hear that as if the success was a bad thing. “Oh, you climbed the wrong ladder leaning against the wrong wall, but now finally you’re going to turn your life around and do something valuable with it.” Sure, sometimes if we’ve made a wreck of our lives, that kind of things happens, but in midlife, I love that Halftime is basically about saying, “Let’s take that metaphor from pro sports and at halftime, go to the locker room and step back from life for a while and say where have we had successes? How have those come? What are the strengths that played into those and what might the Lord be calling us in regard to stewarding the gifts and talents that he gave us, the things that have brought us measures of success previously? How might those be repurposed for this new season as we come back out and hit it again hard in this next season with fresh vision, with fresh clarity?”

PROFESSIONAL CHRISTIAN COACHING TODAY

I love that it's a growth model. It's not so much a healing and cleaning up all the messes although sometimes that is needed, that is not the kind of spirit in which you're really talking about this coaching application. If I may, I'm going to circle us back, Jeff, all the way to the beginning of today's interview where you talked about your own personal transition into your halftime and you used that phrase, "a smoldering discontent." Of course I might immediately know where that's from. That's from your book that's forthcoming next year.

JEFF: Yeah.

CHRIS: If you would indulge us, I wonder if you could kind of bring this down really to the personal level and talk about, I've gotten to meet Michelle, your lovely wife. I know you've got three wonderful kids. We get to keep track of each other mostly through Facebook now, right, with our bus lives. But bringing from 2005 when you said you had your halftime wakeup season to here we are in 2015 wrapping it up, 10 years of dramatic growth. We've heard a lot of the things on a larger scale that have manifested as God have taken you through that. Could you step us into more of the personal and some of what's behind this book now that you have rolling out on internal states of being and fulfillment something other than smoldering discontent?

JEFF: Well, it's a great point because this is one thing that we've noticed is that over the years, I even look back for me that the real reason behind the reason I wanted to figure out my life purpose back in 2005 is I just wanted joy. I just wanted joy and I wanted peace. I think ultimately, and we ask people this, when you really peel back the layers of the onion, why do you want to experience and understand and engage in your second half calling? What do you then hope that you would be experiencing and feeling? It usually comes down to joy, peace, or fulfillment. That was me in 2005. What I thought, however, is that I thought I had a unilateral problem. The reason I'm lacking joy is because I'm doing the wrong things. I'm not using my gifts and I'm not using them towards the Kingdom. Well, when I looked back, I actually had a fairly immature faith and I've seen over the years of

PROFESSIONAL CHRISTIAN COACHING TODAY

personally coaching hundreds of people on this journey that the pathway to joy is more than what you're going to do. It certainly is a big part of it. When you're leveraging your gifts and something that you really care about and it's advancing the Kingdom of God, I'm telling you what, that's a pretty good feeling. But there's this deeper feeling than what am I going to do. It's who am I going to be and who is God shaping me to be?

Quite frankly, I figured out the doing thing in 18 months but the most exciting thing about my life is that I'm learning about the being stuff every day, today still. How does God really see me apart from my past identity, even my current identity? I mean, who cares I'm the director of Global Coaching Services. That's not who I am. Who am I really in God's eyes and being able to strip away some of those false identities, identify some of the limited thinking patterns, identify the fears, identify where there might be shame, guilt, or anger. If you can dig into that stuff and get freed up from that stuff in parallel to stewarding and laser beaming your skill set on something you really care about and it's something that Jesus really cares about, if you can get those being and doing fully integrated in your life, that right there is what I see in Scripture and just through the practical experience with half timers, that's the ticket to joy. That has been my evolving personal experience as well as my daily life of coaching people, and that's what the book is all about.

KIM: I cannot wait to buy it and to read it. You are singing my song and you are also singing the song of coaching because we are so much more than human doings, aren't we? We are human beings and God is always calling us into a deeper awareness of His love and who He has created us to be, but we have blind spots and that's why coaches are so valuable, aren't they, because if it's a blind spot, it means I don't see it. I don't know it's there. I don't know it's a limiting belief. I think it's the way the world is and so what better than to have a coach and that safe relationship to be able to explore those internal as well as external kinds of road blocks to the peace, joy, and fulfillment that God has really promised us this side of heaven as well as the other side of heaven. This has been really great stuff.

PROFESSIONAL CHRISTIAN COACHING TODAY

CHRIS: Oh Jeff, it has. Kim and I are both thanking you so much, man. You delivered for us here and there is rich content. I got a pretty strong suspicion that listeners are going to want to be able to connect with you and/or the work that Halftime Ministries is doing. They are going to want to keep their eyes out for this forthcoming book so let's give a few pieces of information how you can connect with Jeff Spadafora and/or the Halftime Institute, Halftime Ministries. You'll find them on the web at simply Halftime.org. Note that's not .com. Halftime.org will take you to the ministry and then the institute spins off of that and of course you can connect with Jeff directly there. One of the things you'll find in connecting there, if some of what Jeff was sharing about personal applications of the coaching that their team of coaches now do with individuals who are in their own halftime, their own midlife seasons of evaluation, they offer free introductory calls with one of their coaches. You can request that straight from that website.

Regarding that book that's forthcoming, of course you have already mentioned now Halftime. That text is absolutely fantastic, recommended to anybody and everybody. The author is Bob Buford, of course now the founder of Halftime Ministries and Institute but Halftime, an excellent text but also this book that Jeff Spadafora has coming out. As far as we know now, it's due to be released in late summer of 2016, published by Thomas Nelson and the working title is Finally Fulfilled with a subheading of Discover Your Pathway to Joy. So everything you just heard Jeff talking about there, that's the meat of that book. I've reviewed previous copies of it. I'm providing of course strong endorsement for the book so I can give two thumbs up already. You're going to want to get a copy of that when it comes out. Jeff, again, just thank you for joining us today. Any final words that you want to share with our listeners?

JEFF: Just understanding the difference between a professional coach and obviously you don't have to come to Halftime. There are plenty of unbelievably solid, well trained, experienced, spiritually mature coaches out there, but the strength of a coach compared to a men's group or a ladies' group or a Bible study or just a good friend, I mean, all of those communities in your life are critical but they are not

PROFESSIONAL CHRISTIAN COACHING TODAY

coaching and coaching really provides the best traction for moving forward so just don't lump coaching into, "Well, I've got a Dutch uncle or I've got a great mentor that's really taking me under their wing." It's different and I encourage you to explore how helpful it can be.

KIM: Well said, Jeff. Thank you. Listen, for those of you who are listening and you don't want to wait to pick up Jeff's book, we would encourage you to still examine these issues in life as you move closer to joy, peace, and fulfillment by using our free Align Your Life Inventory. You can get that on our website at ProfessionalChristianCoachingToday.com and also, I just have a quick exciting announcement and that is we have started providing free transcripts of each and every podcast session and episode that we provide for you. Sometimes, you're jogging, you're driving in the car, and you haven't been able to scribble down all three of Jeff's "in's" or some other little golden nugget that has been shared, just shoot on over to Professional Christian Coaching Today and look for the download transcript link on that episode.

CHRIS: Until next time, gang. You know the motto here, keep raising the standard of coaching in changing the world.

KIM: God's richest blessings to you.