



Guide Workbook

www.discoverprograms.org



About

Greetings, Discovery Guide!

Thanks for your commitment to volunteer your time, energy, and heart to Discovery for the role of guide. As a guide, you are the face of Discovery as you lead explorers along their journey through the core programs (Base Camp, Ascent and Summit). This notebook will guide you in the all-important role of helping explorers find their answers and claim their life path. Your investment as a volunteer is the only way Discovery can happen. Your impact on the lives you will touch, and the lives they touch in turn, will ripple far beyond what you can imagine. On behalf of Discovery, THANK YOU!

As a Discovery Guide, you are entrusted to do your part to ensure the integrity, safety, efficiency, effectiveness, and professionalism of the program by knowing, honoring, and abiding by the core values and guidelines. Discovery strives to provide a safe environment for explorers to reflect, explore and claim their life path. Your role is to provide that safe environment as you walk alongside them—supporting and guiding them while providing a firm but loving and non-judging presence. Relax into the knowledge that you don't have to fix or change them, and you won't be providing counseling or answers. You'll simply ask questions to steer the explorers

as they work through the process to find their own answers. Trust the Discovery process, both in the room and between the core programs. It's time-tested, and it works. Discovery gives you these simple tools: to ask questions and listen. That's it. We do this while maintaining a neutral distance. We never preach, give advice, or tell anyone how they should feel. Explorers will OWN what they DISCOVER...not what they're told.

Discovery has traditionally depended on our good reputation and word-of-mouth endorsements to keep the seats filled. However, Discovery recently reopened with a new look and a new approach to marketing, bringing a different culture and terminology to the enterprise. We still depend on word-of-mouth, but in order to sustain ourselves we need to reach further into our communities. The new Discovery culture will be even more welcoming, providing a more secure and hopeful experience while we continue to maintain a professional distance. Remember, this is still the same Discovery you know and love. We've just updated some of the terminology, to make the program more approachable for folks who don't know anything about us.

Class Communication

Guide GroupMe

Journey GroupMe:

New terminology

The following table, listing the new terminology, will help you make this transition.
Please do your best to update your communication.

OLD	NEW
D1 Freedom	Base Camp or D1: Base Camp
D2 Conquer	Ascent or D2: Ascent
D3 Purpose	Summit or D3: Summit
Ignite	Compass
Relationship	NO CHANGE
Elevate	NO CHANGE
Recovery	Stepping Stones
TAs	Guides
TA Team	Guide Team
Team Captain	NO CHANGE
Trainee	Explorer
Training	Program
Training Room	Room (or Program Room)
Sponsor	Connector
Unleash the Power in You	Claim Your Path
Class email (D-mail)	Journey GroupMe
TA email Group	Guide GroupMe
Small Group	Small Team
Large Group	Large or Journey Team
Facilitator	Journey Facilitator
Facilitation Support	NO CHANGE
Class, e.g., Class 137	Journey, e.g., Journey 137
Classmates	Journeymates
Admin	NO CHANGE

Core Values

We are Humble

At Discovery, we practice humility. That means we meet people where they are, without bringing our own agendas to the program. We don't manipulate people, and we don't advise taking any specific action. Instead, we create a safe place physically, emotionally, spiritually, physically, and mentally, allowing people to grow.

We Respect All People

We always maintain appropriate boundaries—especially when it comes to client confidentiality—and we listen to feedback with open minds. We believe that all people are worthy, and we value the uniqueness inherent in every person. We're honest yet courteous, and we respect and honor all faiths and spiritual beliefs. We nurture a culture of trust, diversity, and open communication.

We Walk the Talk

In addition to facilitating the program, we live the training in our own lives. We hear and learn from each other, we're not afraid to be vulnerable and emotionally real, and we ask questions and listen to the answers. We serve with a compassionate and humble spirit, and we value collaboration.

Guidelines

Discovery Volunteer Guidelines:

To maintain Discovery's reputation, integrity, and trust, we ask that volunteers honor these core values and maintain a professional and safe presence by:

- Refraining from pushing any agendas, including romantic, business, emotional, political or religious agendas.
- Avoiding overt expressions of religion (unless asked) in the presence of explorers. Behind-the-scenes, volunteers can of course practice religious expressions such as prayer, as long as they maintain respect for other's beliefs
- "Business-appropriate" dress should be worn for Discovery events. Discovery-branded shirts will be provided for all programs.
- Don't get too close to the explorers. Give them space while they learn their new boundaries, and allow them to reach out to their journeymates.
- Refrain from meeting explorers one-on-one (e.g., for coffee, dinner, events) until after their completion of D3: Summit.
- Refrain from romantic or business interactions for at least 90 days after Summit.
- Adhere to Discovery's social guidance policy (see Social Guidance section).
- Predatory behavior will not be tolerated and will be grounds for immediate and permanent dismissal.

In the Room

- Guides should refrain from taking initiative. Instead, please defer to the facilitators to handle any issues that may arise.
- Be on time for all meetings and briefings.
- Refrain from preaching or giving advice. Simply ask questions, and let the explorers do most of the talking. They need to be heard. Do not engage them on Friday of Base Camp except as part of the exercises.
- Communicate with and support your team members.
- If an explorer is not participating or is being disruptive, let facilitators know.
- Do not take pictures in the room.

Between core programs

Your part on this Discovery Team comes with a lot of responsibility. We thank you for your time, energy, and accountability to help make this life-changing program work. Since there are a lot of moving parts and communication is VITAL, we ask that you:

- Read and study all communication: workbooks, GroupMe, videos, etc.
- Although the Discovery Leadership Team remains accessible and approachable, guides are to report to and receive instructions and guidance from their team captain (TC).
- Guides and TC should communicate at least weekly; more often if needed.
- TCs should direct questions to the facilitators of the last class the explorer attended. If not available, the TC may call any other facilitator next.
- Read and follow along with your small team as they work through their workbooks between core programs.

Workbooks

- Bring this Workbook to each of the core segments. Keep it safe and private, in order to maintain confidentiality.
- Explorers will receive a 3-ring binder with their D1: Base Camp materials on Friday. On Sunday they will receive their "D1: Base Camp to D2: Ascent Workbook" to insert into their binders.
- Each week, explorers are encouraged to reflect and journal on a specific area of their previous core class.
- "Base Camp +1" is designed for the week following Base Camp weekend, "Base Camp +2" the second week and "Base Camp + 3" the third week (and preparation for D2: Ascent weekend).
- The interval between core weekends varies, so the timelines are only a guide to divide up the exercises in the time interval between the weekends.
- On D2: Ascent weekend, explorers will receive their D2 materials to insert into their binders. They will receive their D2: Ascent to D3: Summit Workbook at the end of the D2 weekend.
- D3: Summit weekend is similar. The "D3: Summit and Beyond" workbook extends four weeks beyond the Summit weekend.
- Guides will receive the between-core weekends workbooks at the same time as the explorers. Guides are encouraged to follow each week and engage their small team members about their reflections.

AN EXPLORER IN DANGER: Tips and Guidelines

To maintain Discovery’s reputation, integrity, and trust, we ask that volunteers honor these core values and maintain a professional and safe presence by:

1. Help Them Help Themselves

- If safety allows, encourage the explorer to make the call for help themselves.
- Please check the resource section later in this manual for helpful phone numbers.

2. Call for Them

- If they’re unwilling or unable to make the call for themselves, you can call one of the numbers listed in the resource section to ask for help.
- If there is immediate danger or threat of danger, don’t wait. CALL 9-1-1. Local 9-1-1 can connect with 9-1-1 in other locations.
- Allow professionals to assess the situation and remove yourself from that responsibility. You can always ask for a “welfare check,” where law enforcement goes to access the situation. Be prepared to provide the explorer’s name and contact information.
- Keep your TC informed so they can notify a facilitator and assist if needed.

3. Remember...

There is an exception to the rule, “What is said in the room stays in the room.” That exception occurs when there is imminent danger to the explorer or another person—especially if that danger involves someone who can’t speak or protect themselves, such as a child, elder or disabled person. It is important to provide safety and to meet legal/moral obligations to report their crisis, in order to get them some help.

It is important that your team captain and facilitators are informed of any crisis situations ASAP, following professional emergency response actions.

Dial 9-1-1	For any emergency and/or to request a “welfare check” on any explorer within the United States.
Dial 2-1-1	A free call center that helps to navigate through services available in Texas i.e., housing, clothing, health care, childcare, education, employment, government resources, counseling and volunteer opportunities www.unitedwayaustin.org/get-help/navigation-center
Austin Victim Services	A long list of counseling, hotlines and assistance services available in Austin www.austintexas.gov/page/victim-services-resources
Suicide Prevention Hotline	800-273-8255

Hotel and Conference Center Guidelines

Discovery continues to provide meals for volunteers, but the climate is changing in the area of lodging. Volunteers are invited to join Discovery's efforts in moving toward the goal of financial sustainability. Guides living more than 30 miles from the conference center are eligible to request assistance with lodging, but they are invited to support sustainability efforts by participating in that cost, donating the lodging costs back to Discovery, or finding lodging close by with friends. It's imperative that those eligible for lodging assistance communicate clearly with their TC and Discovery staff.

Meals for Guide Teams:

- Base Camp: Friday lunch through Sunday lunch
- Ascent & Summit: Friday supper through Sunday lunch
- Friday, Saturday, and Sunday breakfasts are available in the hotel lobby

Dress Code

Base Camp Friday

Wear Discovery branded shirts with black slacks or skirts and black dress shoes.

All other Discovery program days:

- Wear Discovery branded guide shirt with business or modestly casual pants or skirt (nice jeans, khakis, etc.). Wearing an undershirt may prolong the wear and help with temperature comfort.
- Wear closed-toe shoes.
- Avoid clothing or jewelry that expresses political views or overt religious symbols. Facilitators filling the role as a guide should seek team leadership regarding wearing a guide or facilitator shirt.

Three Discovery guide shirts will be issued to new guides Friday before Base Camp begins. The shirts will be embroidered with your name, so please ensure that admin has your shirt size and the preferred spelling of your name. Additional shirts may be purchased for \$25.

Saturday Night Parties: Check the Saturday night party theme and dress accordingly, keeping in mind appropriateness. You're setting the bar and the expectations for the others. And, of course, have fun!

Discovery Communication Guidelines

Journey GroupMe

Be EXTREMELY CAUTIOUS when using the guide and journey GroupMe (for the explorers). Communication intended for the guide team that goes to the explorers could be a deal breaker! Please chime in on the Journey GroupMe shortly after it's set up. When you chime in, it helps kickstart the journey group, allowing members to learn how to encourage each other with words of affirmation, energy and medicine. Remember that this is their journey team, so let them take over once they respond to your example. They will learn how to share with each other and encourage each other. You are encouraged to monitor the communication but not to be the "explorer police." Please jump in from time to time as an encourager. If explorers reach out to you personally, encourage them to stay connected and communicate with the journeymates.

Do not share your personal struggles with the explorers. This is about them. There are times in the core programs, after Base Camp, when you will be asked to share your personal struggles in the room.

Guide GroupMe

This is where TEAM happens. Be real, open and honest with your team. Know where each member is emotionally, spiritually and physically. This is where you share your struggles, victories, concerns, questions, chit chat, encouragement... This is where your TC communicates with the team. When the Team bonds, the class picks up on that. Trust and bonding are contagious.

Social Guidance

As volunteers, we want to stress that all of us have a very important responsibility in the lives of the Discovery explorers. For this reason, it's important that we all understand how much our words and actions take on additional weight. All volunteers must avoid pursuing personal friendships with explorers outside of Discovery—even to have a simple cup of coffee. Explorers who come to Discovery are often in a very vulnerable state; the purpose of Discovery is to support them in their journey, not to build outside friendships with them.

This guidance includes avoiding social-media connection with explorers. In addition, it's important that we recognize that incendiary political statements, profanity, and other controversial social-media posts can muddy the waters of a explorers' journey. While we cannot control what you say on your social-media platforms—nor do we wish to—we ask that you please be aware of how you present yourself in the world, as you are now the "face of Discovery." With that said, if you do decide to pursue a social-media relationship with an explorer, wait until their completion of Summit. This guidance also holds true, of course, for Discovery's facilitators, members of the facilitation support staff and admin.

Guide Task Timetable

As a Guide, you are responsible for encouraging, leading, and mentoring your team through the core programs. Your TC is your guide and leader. Your leadership through this journey is as important as your responsibilities in the room. Often the Discovery weekend sets up the explorer for the change that occurs between programs. Just be real. Topics are suggested, but it's not a checklist. You will also receive a copy of the workbook the explorers will receive, to work on between core programs and after completion of Summit. The topics of the week are great talking points. LISTEN to the members of your team, and let them know you care. It is your presence (from a distance of course) and your support that gives them a platform for change. Some will want to text, not phone, and that's okay, but guides and explorers should not hide behind texting in order to avoid calling. Don't push or confront—just let them know they matter and that you care. The Guide task timeline is outlined below; please work with your TC for clarification or tweaks

Explorer Team: “Small Team”

Your Small Team List is a great place to record the names, phone numbers and buddies on your team. The first time you meet with your team, you'll fill out a TC's list with their names then transfer the information to this workbook. When you meet with your team Sunday afternoon, you will have the opportunity to add their buddy's name and discuss the best time for you to call them. Contact information will be sent electronically soon after completion of each Base Camp.

You are responsible for staying in touch with your team. Below you'll find the required guide responsibilities, but timing may vary due to schedule conflicts.

After DI: Base Camp, moving toward Ascent

1. Monday or Tuesday of each week, call each of your small team members
 - Your call to each team member is to let them know you're there, and that you care.
 - Keep it brief—the target is five minutes or less. This is just a check-in, and bonding should be left to their fellow explorers.
 - Refer them to their buddy or someone in their class, “Have you talked to your buddy about this? Is there anyone in our Journey Group you connected with?”
 - You may want to ask about their struggles, victories, commitments, service walks, etc. Have they connected with anyone going to the next core program?
 - Know the explorer's workbook assignments between the core programs so that you'll be able to engage and encourage them, and hold them accountable. This is an important part of their journey.
2. You'll be provided a link to submit an electronic explorer team report by Tuesday, in preparation for a team conference call (or zoom or phone call) with TC Wednesday evening, or at another time designated by TC. Do not report extremely sensitive personal information such as abortion, pregnancies, divorce plans, suicide threats, abuse or relationships developing among explorers, etc. This can be expressed on the call with the TC. You will not need to repeat everything on your report; this is an opportunity to touch base, stay connected as a team, discuss additional issues or go more in depth about issues on the report. You may want to discuss any struggles you're having as a leader. You may also discuss your explorers' commitments, service walks and struggles.
3. Send a card with a message from your heart. Keep the wording neutral because you don't know who all will read it. You may want to thank them for allowing you to be a part of their Discovery Journey or compliment them on their courage.

Guide Task Timetable

After D2: Ascent – moving toward D3: Summit

1. Your TC will ensure that explorers new to the class have a guide. Please stay in touch with the explorers that didn't make it to Ascent. (Within reason. They may not plan to continue their core journey.) It's not necessary to submit a report on them.
2. Explorer team calls may be every other week or weekly. You'll know who needs encouragement. Be sure there is a call early in the week of Summit.
3. Continue calls with TC and Team (weekly or every other week as designated by TC).
4. Send one card between Ascent and Summit. May want to compliment them for hanging in there, encourage to work through the Transition Workbook, be patient with yourself on this journey, use your tools...
5. Review the explorer's weekly assignment so that you can engage and encourage them in this important part of their journey.

After D3: Summit

1. This could be some of the most important and overlooked contact. We don't want to "drop" them. Keep it positive and encouraging, with a "you got this" message. The program really begins now, by taking it out of the doors and into their lives.
2. Send a card or call to thank them for allowing you to be a part of their Discovery journey. Compliment them on their courage, and encourage them to live the program, to consider becoming a Discovery Volunteer, and to share the life tools by telling others where they found medicine.
3. Encourage them to complete the post-core workbook assignments.
4. Encourage them to stay in touch with those they connected with in the journey group. Ask them to consider going to Compass as a 3 or 6 month commitment.
5. Encourage them to submit reviews for Discovery on the website.

Encourage fundraisers/service walks, journey group bonding, and Discovery gatherings

Our goal is for the journey group to BOND! Encourage your team to stay in touch with each other and with the others in their class. Refer them back to their buddy, and invite them to reach out to their journey mates to give and ask for medicine. You are a guide, not one of the "gang." Remain professional in your communication and when in the presence of the explorers'. You are encouraged to attend events and fundraisers with other guides.

You may choose to use the Discovery Programs address on your return address for cards:

Discovery Programs
P.O. Box 5787
Austin TX 78763-5787

D1: BASE CAMP

Guide Responsibilities / Exercises in Base Camp

An overview of the program is provided below, your TC has a more detailed schedule, and they will prompt you to be prepared for exercises coming up. Facilitators may modify the schedule to fit the needs of the class:

Day One Friday

Goal is to identify barriers that keep the explorer from living in the present. Focus is on what is not working well and to identify negative behavior in the explorer's life.

7:45AM (7:30 if TC designates) Team Orientation

10:00 – 12:45: Morning Session

(1hr 15min) Lunch Break & Team Orientation

2:00 – 5:45: Afternoon Session

Dinner Break, Team Orientation and Pseudo Name Selection (90 minutes)

7:00 – 9:30: Evening Session

Team Close Out (about 10 pm)

Day Two Saturday

Goal is to break through the walls that keep the explorer from living fully in the present.

7:45AM: Contract Orientation

9:00 – 7:30: Morning and Afternoon Program Sessions with 1hr 15min lunch.

7:30: Dinner Break 1 hour

8:30 – 10:00: Evening Session

Explorers and alumni join for a celebration and party

10:00 – 11:00: Stepping Stones

(Guides for D1 should not attend during Base Camp weekend)

Day Three Sunday

Goal is to celebrate the freedom of living life fully.

7:30AM: Team Orientation

8:00-11:00: Morning Session

Lunch Break & Team Sharing 1hr 15min

12:15 – 5:00: Afternoon Session & Turnaround

BASE CAMP EXERCISE INSTRUCTION AND TIPS

Guide instructions will be given at each break for the exercises coming up. Relax, listen, and follow instructions. Your TC and Journey Facilitators are ready if you have a question or need help. Remember, don't take initiative or try to control your group. Remain emotionally neutral on Friday.

SMALL TEAM SELECTION

Bring a pen, the Captain's Small Team page, and your workbook with you when you meet your team for the first time. Immediately write each of the names of your team members on the Captain's Small Team page. This will be collected and returned to you later to transfer the information to your workbook.

SELF-DEFEATING GAMES

- | | |
|--|---|
| <ol style="list-style-type: none">1. Change the game2. Jump to judgements3. Tell lies and gossip4. Be a problem | <ol style="list-style-type: none">5. Don't participate6. Play the nice guy7. Blame game |
|--|---|

- When prompted, give an example of a self-defeating game you recently played in your personal life. It should be specific, personal, recent and concise—just like you want them to be.
- Ask the explorer to pick a self-defeating game they played recently from the list on the wall.
- Ask her/him to briefly tell their team members what the game was about, being specific to place, time and person(s) involved.
- Ask her/him what they were afraid of, or afraid to lose, on a heart level, that caused them to play that self-defeating game (e.g., pride, control, love, significance, self-worth, vulnerability, etc.). Another way to ask is “why did you play that game?”
- Ask them what they could have gained on a heart level, had they NOT played that self-defeating game (e.g., intimacy, peace, love, joy, respect, etc.)

PSEUDO NAMES

Pseudo names will be assigned at the Friday dinner break. Taking notes throughout the day may help you select pseudo names at dinner. You will be given a list of names to prompt you, but names do not have to come from that list. Try to have two names selected for each and be prepared to BRIEFLY say why those names fit as well as a LASER synopsis of the issues they deal with. Don't jump on the obvious (they know that); instead look at the underlying pseudo for the obvious behavior.

FEEDBACK GAME

In this game we give honest and direct feedback to the explorer on their adversarial side, in order to help them grow. We do it with love and respect. Honest feedback honors the recipient. Be strong, determined and unwavering. Trust your heart (your intuition).

CONTRACTING

The only contracting to be done by guides is inside the room—never elsewhere. There will be a contract school given by the Base Camp facilitators Saturday morning to cover the contracting process, safety and teamwork.

The MOST important tip is to LISTEN. When people are HEARD they KNOW they MATTER. Your physical, non-judging presence is what they need. They have the answers, we just ask questions to help them dig for them. It's all about teamwork. The logistics will be discussed in Contract School.

SATURDAY NIGHT PARTY

Part of your responsibility is to attend the Saturday Night party and “have fun,” stretch and be a cheerleader, especially during the Stretch Competition. Do not leave until the Stretch Competition is over. Watch for your team members to see if they join their stretch group—and encourage them.

DISCOVERY STEPPING STONES

There is a one-hour program after the Saturday night party for those struggling with addictions or who have family or friends that struggle. Please do not attend Discovery's Stepping Stones program if you're serving in Base Camp. The explorers don't know you well enough, and they don't need to see your vulnerable side yet.

COMMITMENTS

Sunday afternoon you will lead your team through the COMMITMENTS exercise, establishing six commitments: PERSONAL, RELATIONSHIP, SPIRITUAL, PROFESSIONAL, FUN, and WAYS TO SHARE THE PROGRAM.

About the exercise:

- Each explorer will have about 15 minutes to complete all six commitments. Please help keep it moving!
- You may share some of your own commitments with explorers if they get stuck.
- Commitments should be a stretch beyond what they're already doing, but they don't need to be huge.
- Help them by making sure they're using the SMART method:

SPECIFIC: Be specific

MEASURABLE: The commitment must be able to be measured (not “do something better”)

ACTION ORIENTED: Something they DO (a small step, not a feeling)

REALISTIC: This should be a reasonable and realistic stretch

TIME BOUND: Fix a solid time frame to be achieved, daily, weekly, etc.

- If you get stuck, raise your hand for help.
- Guide explorers with love and respect, but keep them moving along. Give examples along the way.

When an explorer has completed their commitment sheet, review it with them to ensure that all of the SMART attributes apply. Then have them sign and date the sheet at the bottom, after which you too are to sign and date the bottom. Encourage them to share (by text, email or phone) their commitments with you and their buddy.

Following the commitments exercise, you will facilitate letter-writing with your team. Please listen carefully to when letters should be distributed. The commitments and letter-writing exercises provide a good opportunity to talk to each of your group members (as they finish early in either of the exercises) about a good time for you to call them. Do not take class time to distribute phone numbers—they will receive an email with contact information. You may want to provide your phone number so they will recognize the number when you call. Please direct your team members to complete the Reflection Page in the workbook, if they finish the commitment or letter writing early.

EXPLORER SMALL TEAM

Guide's Name

Explorer's Name	Phone	Buddy	Pseudo/ Stretch	Notes

STRETCH SONGS

Men Only	If I Can Dream	For men who need to dream or who have had dreams shattered. Men who have inspired/can inspire others. No head trips. Low physical requirement—a good choice for a man with physical limitations.
	Cradle: Time of My Life	
Men Only	Jump	For head trips and analyzers. A high-energy song with lots of movement so be aware of physical limitations.
	Cradle: Lift me Up	
Men Only	Hall of Fame	Complimentary to Jump. For young guys that may relate more to contemporary music. You have what it takes to make it happen. Go for it! "The world's gonna know my name!" Don't look back.
	Cradle: My Wish	
Men Only	Man in the Mirror	It's about taking a look in the mirror and making a change, being accountable for who they are and the decisions they make. Possibly for men with substance abuse problems or those who are/were abusive.
	Cradle: Superman	
Women Only	Watch Me Shine	About getting my power back and taking full control of my life. My time is NOW! You just watch me SHINE! I'm ready to make my dreams happen and live life to the fullest.
	Cradle: This is Me	
Women Only	Respect	A good choice for women who struggle with self-respect and tolerate disrespect from others. They may have been violated or look to others for approval or validation. Women who use drugs, alcohol or otherwise make unhealthy choices or habits.
	Cradle: Beautiful	
Women Only	What a Feeling	A high-energy stretch for women who need to feel again, to break out of their shells and live again and inspire others.
	Cradle: Sound of Surviving	
Women Only	Fight Song	For those fighting back from horrendous setbacks and trauma. They may have felt overwhelmed, but now they can "take back my life song"—Inspiration to fight for themselves again.
	Cradle: I'm Free	
Men or Women	Celebrate	It's about celebrating life and having fun! Good for people held back by heavy loss, death, sadness or depression. A good choice for those with physical limitations. At least one person needs to have high energy.
	Cradle: I Want to Know What Love Is	

LEADING BETWEEN D1: BASE CAMP AND D2: ASCENT

The journey continues. Onward to Ascent! A big part of the guide's job is leadership between the Discovery weekends. It's important for the team to stay focused and connected.

Guide orientation is a whirlwind, with a lot of information coming at you. Please review your Guide Manual so that you can honor the core values, guidelines, reporting and task timetable, as well as the social guidance outlined earlier. Please don't hesitate to contact your TC if you have any questions or concerns or if you need help. We're all serving shoulder to shoulder. Here are some quick reminders...

- Your job is to continue to support and guide the explorers
- Stay connected with your team
- Your TC will continue to be your main link between the team and the Discovery organization (administration and facilitators), inside and outside the room. Follow your TC's lead and bounce ideas off him or her before taking initiative.
- Along with the explorers, you will be given a workbook section to journey through during the weeks between the core programs. Be sure to look at each week's assignment so you can engage and encourage them, and hold them accountable during this important part of their journey
- Prior to the Ascent weekend, review and evaluate your commitment to the Discovery core values, and ensure you've connected and communicated with your TC, guide team, and explorer team.
- Review the Ascent section in the guide workbook. Be ready for the weekend!

TRANSITION WORKBOOKS

The Transition Workbook that the explorers receive (you'll also get a copy) will have the name of the core program (i.e., Base Camp) with a +1, +2 and +3. The numbers indicate a division of about a week. For example, "Base Camp +1 is "work" to be accomplished during the first week following that core program; +2 designates work for the second week. The intervals between core programs vary, so the timeline may not fit a weekly segment, but it can be adapted to the interval. For your convenience, the exercises covered in the "Transition Workbooks" are listed below, following each of the core programs. This should aid you in your conversations as you follow up with your explorers and guide your Small Team toward the next core program weekend.

Base Camp +1

- Contract
- Pseudo Name
- Staying connected with Buddy
- I'm Right
- Ways to Avoid
- Self-Defeating Games

Base Camp +2

- Base Camp Tools
- Medicine Game
- Broken Agreements
- Tapes

Base Camp + 3

- Commitments
- Service Walks
- Stretches
- Gifts
- Preparing for Ascent

D2: ASCENT

- Friday evening, we meet in the Ascent room on the second floor room of the WINGATE HOTEL conference center at 4:00 pm for a time of bonding and sharing before the weekend briefing by the facilitators.
- Be dressed and ready to start the program. The dress for the whole weekend is Discovery branded guide shirts with slacks, skirt, or nice jeans (no stains or tears), with closed-toe shoes.
- Bring your guide manual, and like always, be sure to keep it secured with you.
- Meals will be provided Friday night through Sunday noon with breakfast in the hotel lobby

D2: ASCENT WEEKEND SCHEDULE

Day One Friday

Goal is to reconnect the class and to explore what is robbing peace from their lives.

6:00 PM – 10:30 PM: Friday Evening Session

Day Two Saturday

Goal is to explore the impact of hidden fears and adversarial behavior. Explorers will gain tools to unleash the power of choice to respond to life events.

8:30AM – 12:00PM: Saturday Morning Session

Lunch (90 Minutes)

1:30 – 6:00: Afternoon Session

Dinner Break (2 hours)

8:30 – 10:00: Evening Session

- Explorers and alumni join for a celebration and party

10:00-11:00: Stepping Stones

- Guides are welcome to join.
- For those who struggle with addiction or who deal with friends, family, coworkers etc. with addictions such as alcohol, drugs, shopping, gambling, pornography...

Day Three Sunday

Goal is to recognize the power of voice to resolve conflict, to build confidence, and to develop heartfelt communication techniques to strengthen relationships.

8:00AM to 10:30AM – Morning Session

Lunch Break (90 minutes)

12:00 – 5:00 – Afternoon Session

ASCENT TRAPS EXERCISE

For the Ascent explorer, this is the first significant exercise of the weekend. It requires the participant to be honest, play hard and give themselves permission to feel. It's the responsibility of the guide to model and facilitate that. An orientation to the traps exercise will be given, but it's helpful to review the following:

- LISTEN. Ask questions that prompt a response. Follow the energy trail. Even if you think you know the answer, it may or may not be right. Let the explorer learn to use the new tool to uncover their answers. They will own the step if they discover it. Ask, listen, ask, listen...
- Do not give advice or therapy—we are not qualified to give therapy and the answers are inside them. Traps is an effective tool when the participant discovers their own first step to removing the trap.
- Play from your heart—this will show them the way. Mirror their behavior. Look them in the eyes and keep your small team focused. Your energy can make the difference.
- Allow other small team members to help, but control the group in a considerate manner.
- The traps exercise is a tool to reveal the FIRST step—not to develop an entire plan to resolve the trap—don't make it complicated! Be aware of time. Get help from a facilitator if you get bogged down.
- It's about learning a tool they can use in their life—a process—not about the steps or resolving the problem they present.
- Do not contract an explorer.

THE PRIMARY SEQUENCE OF STEPS FOR TRAPS

NOTE: Each explorer needs to play this game from the heart without referring to notes. You will have the explorer name the trap and assign it to an explorer in the small group. For example, "You are the trap of...". A trap is anything that's keeping peace out of your life.

We focus on the top two traps for each explorer.

Ask four questions

1. **"WHY DID YOU NAME THIS TRAP?"** Not to convict them but to get them talking. Don't let them go on with a long story. Get them to be specific and focus on the trap. The trap may change from a general huge trap to something more specific. (A person cannot be a trap. If they name a person, ask which of that person's behaviors is a trap.)
2. **"WHEN WERE YOU IN THE TRAP LAST?"**
 - Specifically, name the most recent time you were in that trap.
 - Name the person, place, and day.
3. **"WHAT DO YOU DO WHEN YOU'RE IN THE TRAP?"**
 - What are the obstacles that keep you in that trap?
 - If they get stuck, and time is an issue, a good question is "Have you thought about..." or, "Have you given this thought..." However, this should only be done as a last resort. Ideas that you share will be seen as "answers" to the question being asked.
 - **How do you act/feel when you're in that trap?** Were you angry, boxed in, scared, nervous, controlled, anxious, unconfident? Did you have physical symptoms like queasy stomach, racing heart rate, headache, sweating. These are a sign that the trap is happening.

4. "WHAT'S ONE SMALL STEP YOU CAN TAKE TO BEGIN TO REMOVE THE TRAP?"

- What will you do differently? What have you already tried that in the past?
- **One small step. Specific and measurable**, if possible. Do not judge their small step as being too small. We want them to come up with something that will give them a few seconds to change a reaction to a response.
- Making them accountable to another person is good. Who will you be accountable to? This should be someone who has been through Discovery.
- Ask, "Can you picture yourself doing this?" (If not, it may be too big for a first step. Help them break it down a little).

Closing Statement

1. Ask: "Who are You?"
 2. Say: "State your contract."
 3. Follow With: "Are you ready to take on these Traps? Okay, state your contract, making eye contact with us, and state, 'I'm ready to take on these traps.'"
- Important! The explorers will journal their two traps, the one step they will take for each one, and who they will be accountable to. For some, this may be when they get back to their room if there isn't enough time in the evening session.
 - Bottom Line: Don't memorize this and "robot" your questions. Understand the process and play from your heart. Feel your way through the traps.

For example: Possible steps to help for the trap of anger: Ask, "What is the first sign of anger?"

Explorer answer: "I get flushed, my stomach tightens..." Say, "Okay, use this as a trigger to do something different."

POEM

CONTRACT

LEADING BETWEEN D2: ASCENT AND D3: SUMMIT

The journey continues. Onward to Summit! Your leadership, between the core programs, continues to be a vital part of the explorer's journey. Stay focused and connected!

The communication and reporting guidelines for Summit are slightly different than between Base Camp and Ascent; review the guidance given earlier in this workbook and discuss specifics with your TC. Be sure to stay in touch with your TC and team, watching each others' back, so that you stay in compliance with the task timeline and social media guidelines while honoring the Discovery core values.

Here are some quick reminders...

- Your job is to continue to support and guide the explorers.
- Explorers are given a workbook section to journal and journey through during the weeks between the core programs. Be sure to look at each week's assignment so you can engage, encourage, and hold them accountable in this important part of their journey.
- Prior to Summit weekend, review and evaluate your commitment to the Discovery core values, ensure you've connected and communicated with your TC, guide team, and small team—and be ready for the weekend!
- Review the Summit section in your workbook.

Stay engaged with your explorers. This is the reflection/journaling they will do between core weekends:

Ascent + 1

- HEART
- Rules and Guidelines
- Commitments
- Service Walks
- Medicine

Ascent +2

- Traps
- Fear
- Feedback
- Poems

Ascent + 3

- Giving gifts
- Can't to Can
- It's My Choice
- Things Left Unsaid
- Introduction and Preparation for Summit

D3: SUMMIT

Congratulations, and huge thanks for your leadership. Walking this journey with your explorers will forever change the direction of their lives. You're leading with heart, compassion and professionalism, and this has given them a safe place to find peace with their past and develop the tools to go forward with purpose and passion. Consider that Summit is not the finish line but the start line.

D3: Summit Friday

We will meet in the Summit room on the 2nd of the WINGATE HOTEL conference center in Round Rock Texas at 5:30 pm to complete setup and a time of bonding/sharing before a briefing from the Summit facilitators begins. Please be dressed and ready to start the program. Guide dress code is the same as for Ascent:

- Guide shirt with a skirt (not too short,) slacks or nice-looking jeans without tears or stains—professional and modestly casual.
- Closed-toe shoes
- Bring your Workbook.

Day One Friday

Goal is to explore core values

5:00 – 5:30PM: Guides & TC meet
5:30–6:30: Team Orientation
6:30–10:00: Evening Session

Day Two Saturday

Goal is to explore gifts, talents and passions

9:00AM–11:30: Morning Session
Lunch break (1 ½ hours)
1:00 – 5:30: Afternoon session
5:30 – 8:30: Dinner Break
8:30 to 10:00: Saturday Evening Session
Explorers and alumni join for a celebration and party
Stepping Stones (10:00 – 11:00)

Day Three Sunday

Goal is to incorporate gifts, talents, passions and core values to define your purpose

8:00AM–11:00: Morning Session
Lunch (1 ½ hours)
2:30 5:00: Afternoon Session

Discovering My Purpose

What excites you about life?

- 1 _____
- 2 _____
- 3 _____
- 4 _____
- 5 _____

What upsets you about life?

- 1 _____
- 2 _____
- 3 _____
- 4 _____
- 5 _____

What are your three most painful experiences?

- 1 _____
- 2 _____
- 3 _____

IF you had every resource available to you, what three things would you teach the people around you?

- 1 _____
- 2 _____
- 3 _____

CORE VALUE LIST

<p>MY HOME LIFE</p> <ul style="list-style-type: none">●●●	<p>MY LIFE</p> <ul style="list-style-type: none">●●●
<p>MY LIFE</p> <ul style="list-style-type: none">●●●	<p>MY LIFE</p> <ul style="list-style-type: none">●●●

“When we share the gifts we were brought here to give, we are in alignment with our highest, most powerful selves.”
- Jen Sincero

Describe a dream, hope or wish that you haven’t fulfilled...because of fear:

Describe the worst-case scenario if you tried to pursue this dream. What if everything went wrong?

Describe the best-case scenario if you tried to pursue this dream. What if everything went right?

Identify the underlying root fear:

PRETTY UGLY

**I'm very ugly
So don't try to convince me that
I am a very beautiful person
Because at the end of the day
I hate myself in every single way
And I'm not going to lie to myself by saying
There is beauty inside of me that matters.
So, rest assured I will remind myself
That I am a worthless, terrible person.**

**And nothing you say will make me believe
I still deserve love.
Because no matter what,
I am not good enough to be loved
And I am in no position to believe that
Beauty does exist within me
Because whenever I look in the mirror I always think,
Am I as ugly as people say?**

By Abdullah Shoaib

LEADING AFTER D3: SUMMIT

Completion of Summit is more like the launch pad or the start line than the finish line. On behalf of Discovery and the lives that you have impacted—the explorers and teammates—thank you for your trust, time and commitment. The explorer's growth is just beginning! Please take time to celebrate and congratulate yourself and your team!

Please review the post-Summit task timetable and tasks outlined earlier in this workbook.

To help the explorers continue their growth, they have been given post-core workbook assignments. Be sure to review those so you can engage and encourage your small team. Your contact with them should diminish but not drop off completely. Instead, they should connect with one another and take the tools into their world and relationships. The focus of the post-Summit workbook is to live out the new tools they have gained.

An overview of their post Summit workbook:

- | Summit +1 | Summit +2 | Summit +3 | Summit +4 |
|--|--|--|--|
| <ul style="list-style-type: none">• Living out core values• Sand runs out | <ul style="list-style-type: none">• Forgiveness• Dreams | <ul style="list-style-type: none">• The Dash | <ul style="list-style-type: none">• Living on purpose• What I can't afford to forget... |

We hope you'll continue to partner with Discovery in helping to share this life-changing program by:

Telling others about Discovery. We depend on word of mouth from those that have experienced the journey

Uploading a video testimony on the Discovery Program website.

www.discoveryprograms.org

Giving feedback or ideas to improve Discovery Programs.

info@discoveryprograms.org

Contributing as a financial partner. Discovery is a 501c3 non-profit program that relies on donations.

Leaving a review on the Discovery website.

A short description of the Discovery programs is provided to help you describe and encourage participation.

The Discovery Board welcomes your feedback and ideas. They are ready to help if needed.

Core Programs

D1: Base Camp allows explorers the opportunity to:

- Explore how difficult experiences have impacted, and continue to impact, their lives.
- Challenge themselves to overcome guilt, fear and shame to claim a path toward greater peace.

D2: Ascent

- Builds on the tools gained in Base Camp, further honing innate navigational sense.
- Explore daily habits and thought patterns, gaining skills to face everyday challenges, allowing explorers to simply dwell in the moment.

D3: Summit gives the opportunity to:

- Set new sights on the horizon
- Harness the skills learned and direct them forward toward goals, making a difference in the world.

Additional Program Options

Elevate

- A judgement-free environment to evaluate belief systems and to open new horizons on the journey forward and upward.
- Prior participation in core programs is not required.

Compass

- A one-day program for those who have completed the core programs.
- Refresh and reclaim your path.

Relationship

- Explorers and their partners can reconnect and regain intimacy and trust as they traverse the trail of life together.
- Prior participation in core programs is not required.

Stepping Stones

- A free one-hour course offered Saturday night at Discovery for those that struggle with addiction or who deal with friends, family, coworkers etc. with addictions such as alcohol, drugs, shopping, gambling, pornography...

