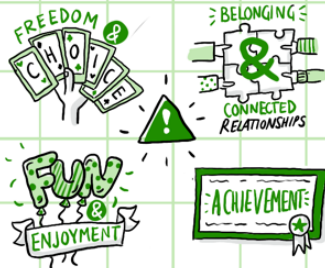


COACHING = PEAK PERFORMANCE = WITH THE W.H.O.L.E MODEL®

W.H.O.L.E®

WANTS & NEEDS



HOW AM I GETTING ON NOW?



OPTIONS



LET ME GUIDE YOU



EXECUTION



## W.H.O.L.E model – example coaching questions

Imagine selecting some amazing photos on your phone in December 2023, in an ideal or limitless future state. Please discuss 4 x images directly relating to the needs below. What would you select and why?

<p><b>(1) What do you really want (&amp; need)?</b></p>	
<p><b>What image comes to mind if your need for a SENSE OF BELONGING &amp; CONNECTED RELATIONSHIPS was completely fulfilled in the workplace year from now ...</b></p> <ul style="list-style-type: none"> <li>• What do you want from your relationships and connections that you haven't got now, today?</li> <li>• Which areas of the business would you like to feel more connected to?</li> <li>• How would your ideal personal life relate to your ideal work life?</li> </ul>	<p><b>(2) How are you getting on?</b></p> <ul style="list-style-type: none"> <li>• What observations do you have about how close or far are you heading from your ideal future state in 2022?</li> <li>• Where are you now on scale of 1-10 against each of your wants? Which area of 'need' appears to have the largest gap at this present time?</li> <li>• If it is not 10/10, what would actually make it a 10/10?</li> </ul>
<p><b>What image comes to mind if your need for FUN &amp; ENJOYMENT was completely fulfilled in the workplace year from now ...</b></p> <ul style="list-style-type: none"> <li>• What activities would bring you a deep sense of fun, satisfaction and enjoyment?</li> <li>• What does happiness look like for you? How will you know you have actually achieved this?</li> <li>• What could give your work a deeper sense of meaning in the year ahead?</li> </ul>	<p><b>(3) What are your options?</b></p> <ul style="list-style-type: none"> <li>• If there were no constraints or repercussions, what additional options would you see then?</li> <li>• Think of a leadership role model you respect &amp; admire, what additional options would they see?</li> <li>• If you were at your most calm, composed and purposeful, what is the most powerful alternative/new possibility for you to consider?</li> </ul>
<p><b>What image comes to mind if your need for PERSONAL DEVELOPMENT, ACHIEVEMENT &amp; INVOLVED IN NEW EXPERIENCES was completely fulfilled in the workplace year from now ...</b></p> <ul style="list-style-type: none"> <li>• What do you specifically want for yourself/your career a year from now?</li> <li>• In which ways, would you ideally like to develop, learn or grow?</li> <li>• Which untapped or latent passion areas or areas of work interest would you ideally be involved in?</li> </ul>	<p><b>(4) Let me guide you towards your goal</b></p> <ul style="list-style-type: none"> <li>• <i>Employee generated:</i> What is emerging for you as an area of focus for the year ahead?</li> <li>• <i>Coach generated:</i> Can I make a suggestion...what do you think about that? What is the most helpful thing I can do now to help you or support you?</li> <li>• <i>Co-generated:</i> What do we need to change to get you to where you want to be?</li> </ul>
<p><b>What image comes to mind if your need for FREEDOM/CHOICE (or PERCEIVED CHOICE)/INDEPENDENCE was completely fulfilled in the workplace year from now ...</b></p> <ul style="list-style-type: none"> <li>• What would you do in this organisation if you had no obligations?</li> <li>• If there were no rules or repercussions, how would future work life be improved?</li> <li>• If you could remove, reduce or temporarily pause any restrictive systems or process from your work life, what would you ideally do as a result?</li> </ul>	<p><b>(5) Execution &amp; next steps</b></p> <ul style="list-style-type: none"> <li>• What is your next step going to be? When will you do it?</li> <li>• How will you know when you've reached the end of the initial milestone?</li> <li>• What is your current level of commitment on a scale of 1-5? How can you make it a 5?</li> <li>• What immediate obstacles can you foresee &amp; what can you do about them?</li> </ul>