

➡ VISUAL PROGRESS COACHING



Goal Coaching



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What is your goal?

How would you express the goal in 1 clear specific sentence?

Is the goal made up of smaller goals / steps / achievements?

What is the goal behind the goal, the larger long-term goal?

What will achieving it give you?

What is the specific measurable benefit of achieving this goal?

What is your purpose in life?

What will your legacy be?

Do you need to learn some new skills or work differently?

What do great goal achievers do that you can start doing or do better?

Which people or organizations can help with advice, training or sharing experiences?

When there are setbacks how will you make sure you do not simply immediately react and instead respond in a planned way that is best for you?

Which version of yourself are you going to need to be? The good one or the great one?

How will you ensure you always measure your progress against the best version of yourself and not against others?

How will you become both your greatest critic and greatest fan?

What is your level of excellence? How do you ensure this is a benchmark you set yourself?

What are you going to have to commit to and what will you have to give up to achieve this?

What is required for success?

What do you need to stop doing, if you do not what will the impact be?

How will you make yourself accountable for delivering the plan?



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What can you learn from those who have tried to achieve this goal in the past?

What advice would people you admire give you?

How will you ensure that you are effective, making sure what you do will create the result you want?

How will you ensure that you are efficient, making sure you are using your resources, time and effort well.

Why do you believe you can do this?

What do you need to thrive as well as survive?

How can you learn from goals that you have achieved before?

When have you been the best version of yourself?

What is the first step you need to take?

How can you break the big goal into smaller goals?

What measurable trackable milestones will you set?

What could the benefits of changing the way you do some things be, if you do not change what is the risk and what excuses are you making for not changing?

How will you cope with setbacks?

How can you prepare yourself better such that you can respond in a way that is best for you rather than simply react in the moment?

How do you effectively motivate yourself?

When have you effectively bounced back from setbacks before?

Need help making a plan or path to your goal?

How will you create a plan, with clear milestones, that is specific, trackable and measurable?

What problems will you anticipate?

How in the plan will you look after yourself so you can be the best you can be?

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Do you have plan B, C, D....?

What do you need to prepare for in a fast-changing world?

What will plan B, C and D differ from plan A?

How will you make sure you pivot in an agile adaptable way but still keep moving towards your goal?

Do you want someone to challenge you and make you accountable?

Do you have to work more hours, work differently, do existing tasks differently and/or do new tasks?

Would it help to be reminded of your potential rather than your best so far?

Could discussing issues help make better plans and help you get things into perspective?

Will you need some support and encouragement?

Who is already in your team for this journey?

What type of additional people do you need?

What do you need from them?

Need help staying on track and committed?

Do you need help remembering the potential rewards and benefits of change?

Do you want help remembering the potential damage or suffering of not changing?

Who can help you stop accepting excuses from yourself?

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Goal Exercises

Focusing on Goals

Are you spending most of your time thinking about your problems and current situation instead of thinking about your goal and plan for how to achieve it?

Realistically how much time do you think you should be spending on creating, updating and following a plan?

Are you letting your desire to be agile and dynamic distract you from having a plan with clear milestones?

How will your work-life balance change in pursuit of the goal and is it worth it?

Can you break down the goal into steps / milestones that help you realize the progress you are making?

How will you manage your commitments and diary to ensure the goal gets the focus it requires?

How can you manage the achievement of the goal in a less painful or more enjoyable way?

How will you celebrate achievement of small goals / milestones on the way?

How will you prevent your focus on achieving the goal taking over your life?

Leaving your Comfort Zone

What is your comfort zone? How does it feel to be in your comfort zone?

Can you achieve the goal, growth and learning you want if you stay in your comfort zone?

How often at work and in life generally do you depend on knowledge and skills you already know and have known for some time?

If you move out of your comfort zone in pursuit of a goal you are likely to feel uncertainty, ambiguity and less comfortable, how do you feel about that?

The first step out of your comfort zone is to a zone of risk before then hopefully moving to a zone of learning, how could you prepare yourself for this?

Are setbacks and failures normal?

Do you respect people who have never failed more or less than people who failed and bounced back?

What specific risks do you face if you move out of your comfort zone?

What help could you get eg training, resources, courses, reading and support?

What could the benefits be of moving out of your comfort zone?

Will the potential benefits of moving out of your comfort zone and achieving progress to your goal also open opportunities to more?

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Overcoming Fears

Are you scared of the process of pursuing your goal and the risk of not achieving the goal?

Do you ask yourself questions such as, “I failed before, why will it be different now?”, “Should I bother trying given the work and risk?” or “Is it worth risking the outcome of failure?”

Please identify a meaningful goal you are pursuing or will pursue

If you are not successful, what will you lose, or suffering will you experience?

If you are not successful, how could you benefit?

If you do not try, how will you feel about yourself?

What could the potential benefits of trying and failing be in terms of learning, personal growth and life experience?

Whose opinion on whether you try or do not try to achieve the goal do you care about?

When have you taken a risk before, failed to achieve a goal or achieved a goal before?

When have you avoided taking a risk before, what was the outcome?

What is the worst that can happen?

What is the best that can happen?

If you do not try, what will you do instead?

What is the risk of not trying to achieve your goal?

What will happen if you do not achieve your goal?

Tracking Progress

What progress have you made so far towards achieving your goal?

What percentage of the way to achieving the goal have you already made?

How many milestones will you identify on the way to achieving your goal?

At what percentage of the way would each milestone be?

What specifically would have to be achieved to get to each milestone?

How will you reward yourself for achieving each milestone?

What potential problems, delays and issues must you build into your plan?

Which personal skills and strengths will you need to apply to achieve each milestone?

If you know you are going to miss a milestone, what action will you take and when?

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Self-Motivation

Where are you getting your view of the world, work and you from? Is it helping?

What is important today and what is not?

Imagine you are on your deathbed and looking back at this moment now, what would you tell yourself?

When you visualize yourself after a knock back and bouncing back what do you see and how do you feel?

When you visualize yourself moving towards your goal successfully what do you see and how do you feel?

Is the risk of failure greater or less than the risk of not trying to pursue the goal?

How would working on your fitness and creativity help your energy and inspiration?

Have you created small achievable goals that can act as wins on the way to the larger goals?

If your doctor told you that you only had 1 more year to live, what would you do?

If your doctor told you that you only had 3 more years to live, what would you do?

Can you write down your big goal in 1 clear sentence to make the 'what' clear? Then write down the 'how, who, when and where' and then in 1 sentence the 'why'.

Increasingly success depends on current skills, strengths and achievements rather than simply experience – how can you highlight, develop and show your skills, strengths and achievements?

Which behaviours and habits must be upgraded now, what is really stopping you losing them?

How much time are you committing to improving your skills and ability?

What can you do today, what can you achieve and how can you make it a wonderful day?

If there were no restrictions in your life (time, resources and energy) how would you pursue the goal? What is specifically stopping you doing it this way?

Are the people around you helping you move forwards and what do you need from them, if that is not happening do you need to develop new friends and contacts?

Who is holding you back and should you move away from them?

When life is stressful how can you actively relax (sport, play games, walk, interact with others) rather than inactively relax (tv, scrolling on the phone)?

What can you do today to make someone else's day today?

Once you have achieved your goal how will life be? What is the real significance of achieving your goal?

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The Bigger Picture

What are your values, what do you really believe in and how could they help you achieve your goal?

What beliefs do you hold that might be limiting your progress?

If you found what in life really drives and energizes you, what you would be willing to sacrifice for and who you want to help – how would you feel? How would this help you achieve your goal?

Imagine you are 75 and are attending the film debut of a film of your life, what 3 major goals would be featured?

What big goals have you achieved so far in your life, what have you learnt from them and how have they prepared you for future goals?

How have you grown and developed in the last 3 years?

How has your personal history shaped your views, reaction and behaviour?

If you had real clarity in where you are going in life, would it help?

How do you want to be spoken about you after you have achieved your goal?

Who do you want to be in life and how does goal achievement contribute to this?

Why will achieving this goal make you happy?

Will achieving this goal help you feel fulfilled?

How will this contribute to your overall success in life?

How will you utilize, maintain and maximize your self-motivation?

What excites you about pursuing and achieving this goal?

Have you ever wondered and asked yourself if ‘this is it and nothing more’?

What help do you need in pursuing this goal, what have you done to get this?

If you do not achieve your goal, why will this be important and how will it affect you?

If you achieve more than your goal, what will the impact of this be?

If you were the bravest version of yourself, what would you do differently?

How resilient is your plan to achieve your goal? Are you being resourceful enough?

Could you commit to doing the work to achieve your goals more often, differently, or more intensely?

Imagine it is 1/2/3 years in the future and you have achieved results way beyond your goal, you look back at what you did, what would you identify as being the key factors in achieving this?

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