

# V.I.S.I.O.N

## MODEL

# S

S - SET VISIONARY GOALS

# SETTING VISIONARY GOALS:



Personal  
Career  
Financial

SHORT-TERM  
OBJECTIVE  
(1-90 DAYS)

MEDIUM-  
TERM  
OBJECTIVE  
(3-12  
MONTHS)

LONG-  
TERM  
OBJECTIVE  
(1-3 YEARS)

1

# Setting Visionary Goals



2

# Action Plan



1. Personal  
2. Career  
3. Financial

SHORT-TERM  
OBJECTIVE  
(1-90 DAYS)

MEDIUM-  
TERM  
OBJECTIVE  
(3-12  
MONTHS)

LONG-  
TERM  
OBJECTIVE  
(1-3 YEARS)



## ALIGNING GOALS WITH VISION



UNCOVER THE DEEPER "WHY" BEHIND A COACHEE'S GOALS.

TO CREATE MEANINGFUL AND PURPOSE-DRIVEN PROGRESS.



# 1. SETTING THE STAGE

- **Objective:**
  - Build rapport and set a reflective tone.
- **Questions to Ask:**

What inspired you to focus on this goal?

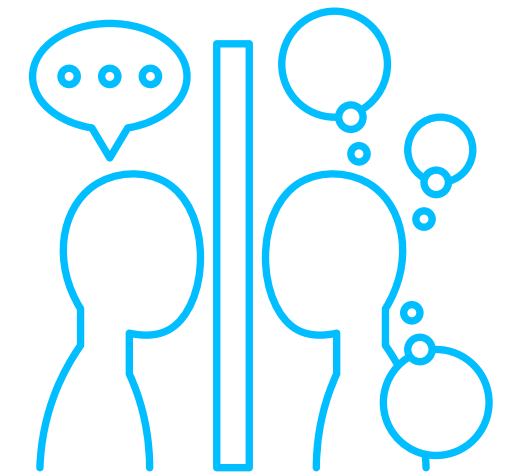
How is this goal aligned with your vision?

How do you feel about your progress so far?

**Coaching Tip:** Use open-ended questions to create a safe and supportive environment.



**RAPPORT BUILDING**



**SELF-REFLECTION**

## 2. EXPLORING THE WHY

- **Objective:**
  - Uncover the core motivation behind the coachee's goals.
- **Questions to ask:**
  - Why is achieving this goal important to you?
  - What will achieving this goal allow you to do, feel, or become?
  - How does this goal connect to your values or passions?
- **Tools to Use: “to know the why you need to ask WHY”**
  - 5 Whys Technique: Keep asking “why” to each answer until the coachee uncovers a fundamental motivation.



# 3. DEFINING THE VISION OF THEIR GOALS

- **Objective:**
  - Guide the coachee to articulate their vision FOR THE GOALS.
- **Key Prompts:**
  - Imagine your ideal future—what does it look like, feel like, and involve?
  - How does this vision align with your personal or professional aspirations?
  - If this vision were a theme or headline, what would it say?

**Coaching Tip:** Use visualization exercises to help coachees articulate their vision.



## 4. ALIGNING GOALS WITH VISION

- **Objective:**
  - Ensure the goals reflect and serve the coachee's broader vision.
  -
- **Key Prompts:**
  - How does this goal move you closer to your vision?
  - Are there adjustments needed to better align this goal with your vision?
  - What specific steps can you take to ensure alignment?






A woman with short brown hair, wearing a white button-down shirt, is sitting at a desk. She is smiling and gesturing with her hands. In front of her is an open notebook and a pair of glasses. The background is a blurred office setting with shelves and warm bokeh lights. A yellow banner with black text is overlaid on the image.

# COACHING TOOLS AND TECHNIQUES

# 1. GOAL-ALIGNMENT CHECKLIST


USE THIS CHECKLIST TO EVALUATE IF A GOAL ALIGNS  
WITH THE COACHEE'S VISION:

-  DOES THE GOAL REFLECT YOUR CORE VALUES?
-  IS IT INTRINSICALLY MOTIVATING?
-  DOES IT CONTRIBUTE TO THE BIGGER PICTURE OF YOUR IDEAL LIFE?

## 2. VISUALIZATION EXERCISE

ASK THE COACHEE TO CLOSE THEIR EYES AND VIVIDLY IMAGINE  
ACHIEVING THEIR VISION.

GUIDE THEM  
TO NOTICE:



WHERE THEY ARE.  
WHO THEY'RE WITH.  
WHAT THEY'RE DOING.  
HOW THEY FEEL.

AFTERWARD, ASK:  
"WHAT STOOD OUT TO YOU  
DURING THE VISUALIZATION?"



# REFLECTION & NEXT STEPS



# 1. REFLECTION QUESTIONS FOR COACHEES:

- HOW HAS TODAY'S SESSION CHANGED YOUR PERSPECTIVE ON YOUR GOALS?
- WHAT ACTIONABLE STEPS WILL YOU TAKE MOVING FORWARD?
- HOW WILL YOU REMIND YOURSELF OF YOUR "WHY" WHEN CHALLENGES ARISE?



## 2. COACH'S FOLLOW-UP ACTIONS:

- PROVIDE A SUMMARY OF THE SESSION.
- SHARE ANY INSIGHTS OR PATTERNS NOTICED.
- ENCOURAGE THE COACHEE TO REVISIT THEIR VISION AND ALIGNMENT REGULARLY. (THROUGH THEIR VISIONARY GUIDEBOOK)

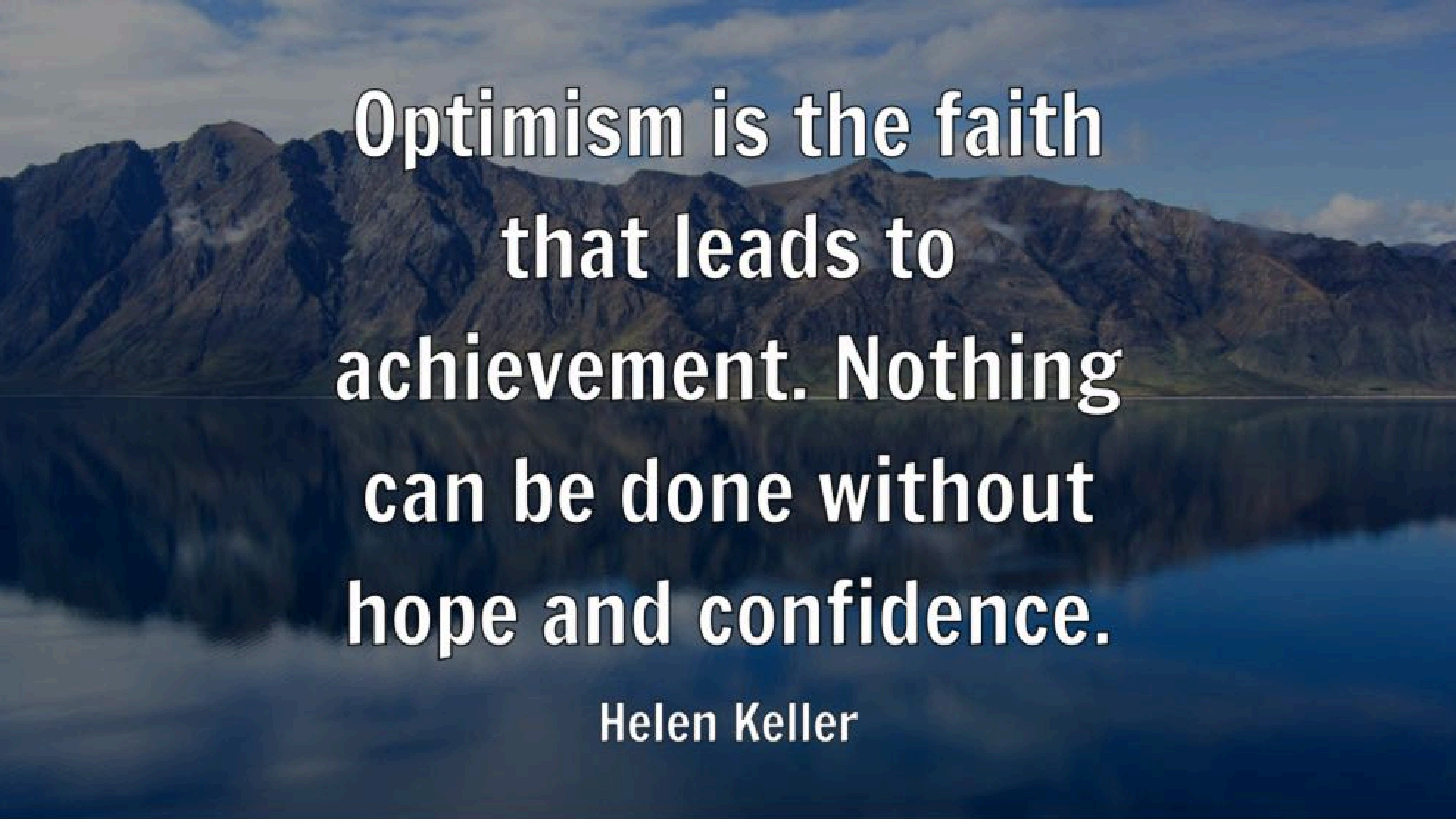


## REMINDER FOR COACHES

**ALWAYS APPROACH THE SESSION WITH  
CURIOSITY, EMPATHY, AND ADAPTABILITY.**

**THE PROCESS OF UNCOVERING A COACHEE'S "WHY" AND VISION IS  
NOT LINEAR AND MAY TAKE TIME.**

**YOUR ROLE IS TO GUIDE THEM WITH PATIENCE AND SUPPORT,  
HELPING THEM CONNECT DEEPLY WITH THEIR GOALS AND  
ASPIRATIONS.**



**Optimism is the faith  
that leads to  
achievement. Nothing  
can be done without  
hope and confidence.**

**Helen Keller**