

# Visual Coaching

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## Visual Coaching

As you glance quickly through these pages, you will see that there aren't many words in this handout. A visual approach to coaching takes us away from words, at least briefly. Lines, shapes, colors and textures are the ingredients we play with. Nouns, verbs and adjectives build stories. Visual elements speak through maps, diagrams and imagery. Both story and picture are fascinating, and they are curiously different.

In visual coaching exercises we organize and represent some aspect of our internal experience. How? We take a pencil and draw a line, or multiple lines that turn into shapes. We make or find and use symbols or diagrams or images. We represent complex systems and relationships in a non-verbal way, through spatial organization.

We are not here to create works of art, we are just going to take some time to think with fewer words and more visually.

When we use lines and shapes to represent our complexity, we are often deeply truthful without even knowing it. I hope you are as surprised as I continue to be at the wisdom, perspective and humor that visual exercises bring to any kind of life and work.

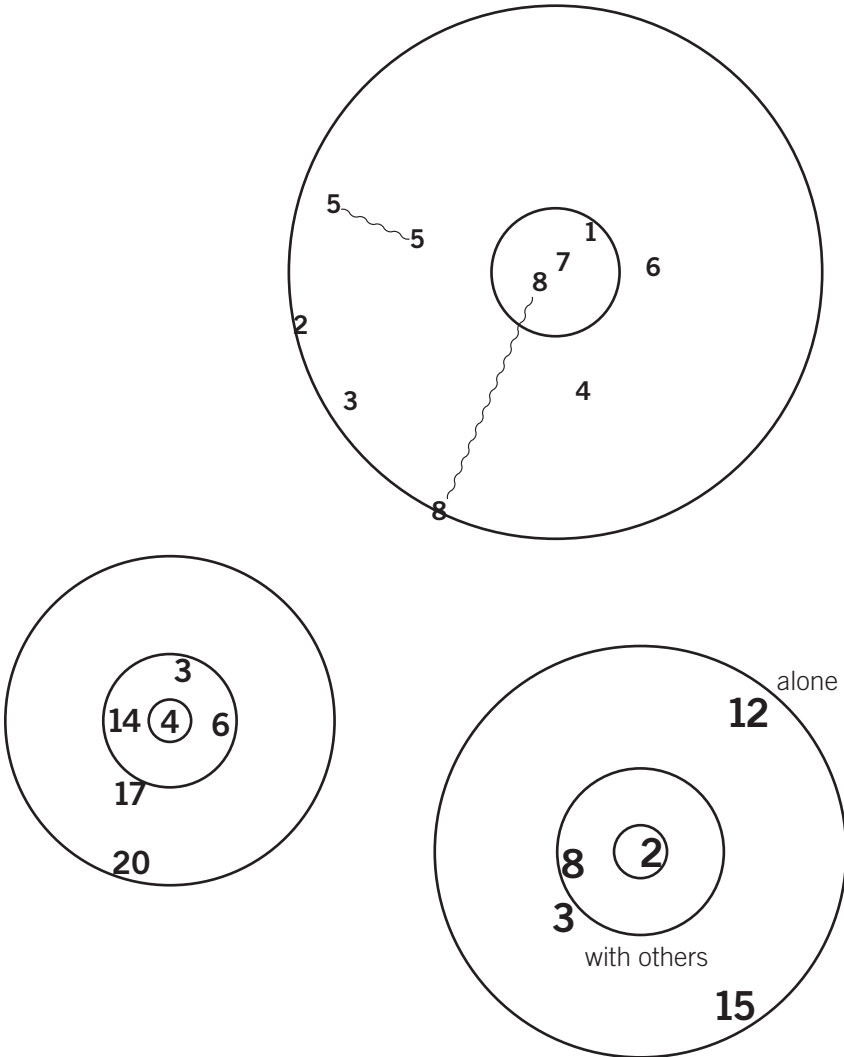
## About the handout

This is a sampling of four visual tools.

For each tool you will find:

- Examples (on the cover page)
- A short description
- Uses for the tool — With whom? When? To explore what kinds of questions?
- Variations
- The exercise steps
- A blank template to use as a worksheet

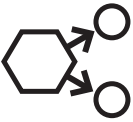
# (s)elf light



## (s)elf light

If you look at people who are the best at what they do, they are engaged, they love what they are doing. It follows that because they love it, they are happy to spend time on it, to get it right, revisit, re-imagine, refine.

Often spotlight behaviors are so compelling that we almost can't *not* do them. They work in our unconscious. We daydream about them. We dream at night about them, too. The spotlight shines when activities (or relationships) cause us to thrive. We feel vital, active, curious and alive.



### **This tool works well for:**

- Youth deciding on a life path
- People in work transitions
- Empty nesters
- Retirement planning
- Project teams

### **When to use it?**

- As part of an intake/foundation session
- For quarterly or yearly reviews
- As an awareness assignment between coaching sessions

### **What kinds of questions does it invite?**

- What do you love to do?
- What engages you, intrigues you, pulls you?
- What activities invite you into a flow experience?
- When does “time fly?”
- What is your spotlight?
- What is your role to play?
- When do you come alive?



**List** — how you spend your time

**Ask** — how much do I love doing this?

**Locate** — on the graphic

**Print** — number on the graphic

- |           |           |
|-----------|-----------|
| 1. _____  | 16. _____ |
| 2. _____  | 17. _____ |
| 3. _____  | 18. _____ |
| 4. _____  | 19. _____ |
| 5. _____  | 20. _____ |
| 6. _____  | 21. _____ |
| 7. _____  | 22. _____ |
| 8. _____  | 23. _____ |
| 9. _____  | 24. _____ |
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| 12. _____ | 27. _____ |
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| 15. _____ | 30. _____ |

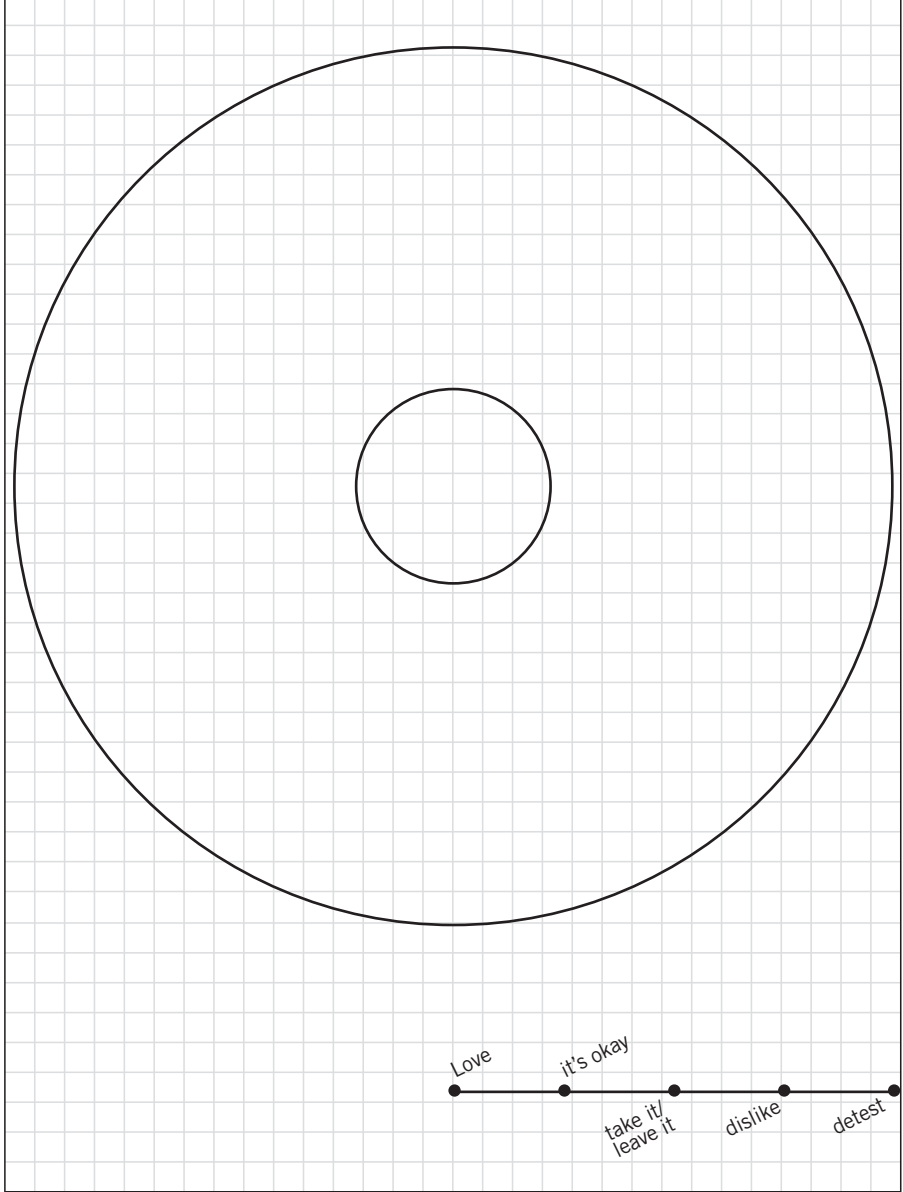


Spotlight clients

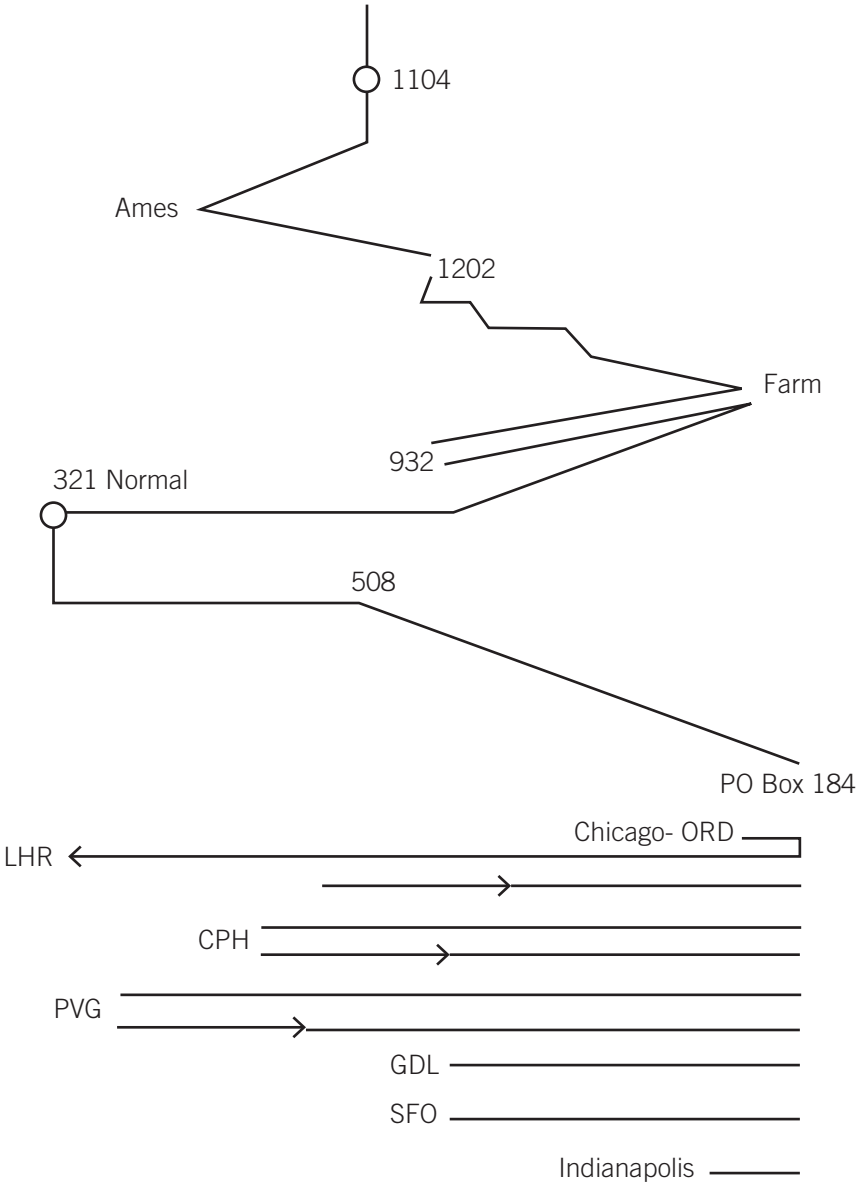
Friends

Health practices

# your spotlight



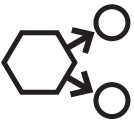
# turning points





## Turning Points

As we move along our own life timeline, we often look back and realize that an event or an opportunity or a choice of ours represented a turning point in our lives. With this line we plot those turns. Some may be sharp double-back points, some are just a small adjustment that results in a big change over time.



### **This tool works well for:**

people in work transitions  
project team assessments

### **When to use it?**

after the completion of a project  
for yearly reviews  
as an awareness assignment for one month

### **What kinds of questions does it invite?**

What have been the turning points in your life?

How have they shaped your overall trajectory?

You could explore in any of these ways:

- physical moves of address
- job changes
- changes in relationships
- changes in health
- personal development
- financial changes



**choose** a context

**list** – significant events related to it

**plot** – your turning points

**illustrate** – with symbols or images

**notice** – direction and trajectory

**ponder** – future turns

1. \_\_\_\_\_

\_\_\_\_\_

2. \_\_\_\_\_

\_\_\_\_\_

3. \_\_\_\_\_

\_\_\_\_\_

4. \_\_\_\_\_

\_\_\_\_\_

5. \_\_\_\_\_

\_\_\_\_\_

6. \_\_\_\_\_

\_\_\_\_\_

7. \_\_\_\_\_

\_\_\_\_\_

8. \_\_\_\_\_

\_\_\_\_\_

9. \_\_\_\_\_

\_\_\_\_\_

10. \_\_\_\_\_

\_\_\_\_\_



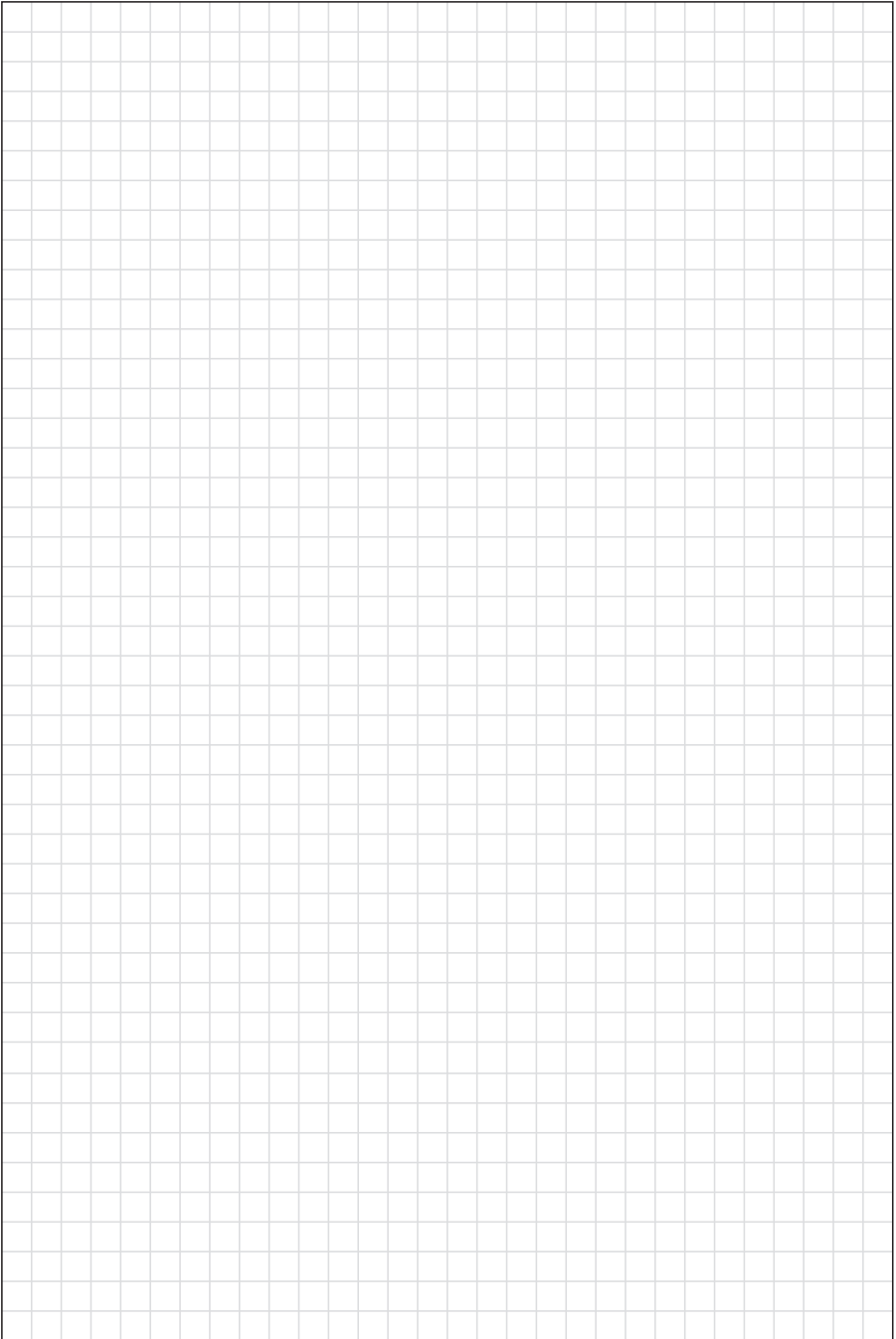
physical moves – different addresses

changes in work – different sources of income

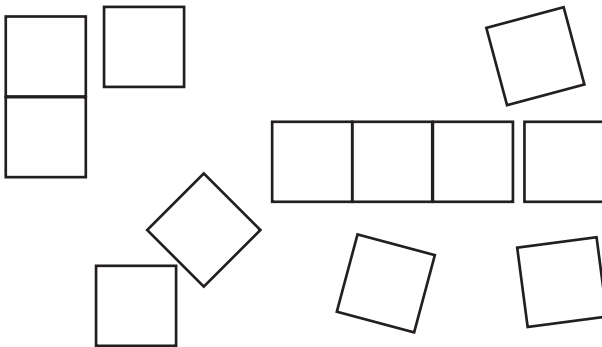
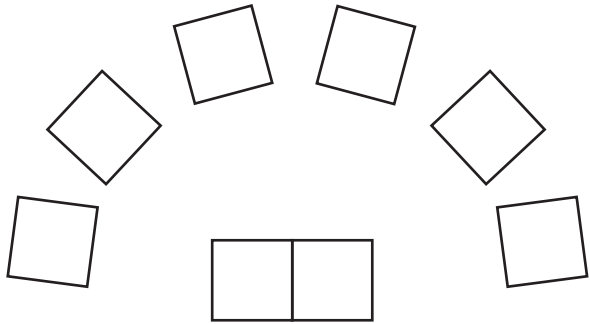
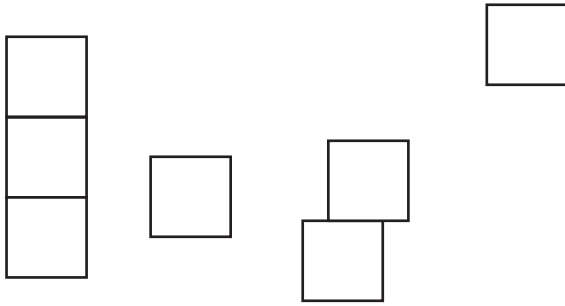
changes in significant relationships – marriage, divorce, parents dying, children at home, children leaving, etc.

learnings – training in skills, personal development, insight, awareness

finances – the comings and goings of money – turning points could be inheritance, loss of income stream, change from student to wage earner, retirement, job changes

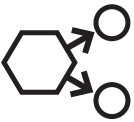


# voting segments



## Voting

We vote every moment, with our time and our money and our energy. We express and shape our character every day with these choices. We vote differently as we respond to changing demands, opportunities, or with our own maturing tastes. This tool invites you to notice how voting patterns change as we ask different questions and take different perspectives.



### **This tool works well for:**

people in work transitions  
empty nesters  
retirement

### **When to use it?**

As part of an intake/foundation session  
For evaluation and awareness  
As a tracking assignment between coaching sessions

### **What kinds of questions does it invite?**

How do you want to vote in your life?  
How do you vote –  
    With your actions  
    With time  
    With money  
    With your thought  
What individual votes build up into a life you admire?



**List** – things you want to vote for

**Pick out** – cards

**Mark** – your votes, one per card, in words and/or icons or images

**Stack** – your cards, blank side up

**Look** – at the first vote on your stack

**Write** – on the back, (blank side) at least one behavior for that vote

**To Play:**

Spread out your cards

Arrange them

Then, in response to questions,

Adjust Re-arrange Scatter Sort

**Coach:** ask for perspectives – now, later, easy, as X person, at Y time, in Z conditions? If \_\_\_\_\_, how would these votes change?

1. \_\_\_\_\_

8. \_\_\_\_\_

2. \_\_\_\_\_

9. \_\_\_\_\_

3. \_\_\_\_\_

10. \_\_\_\_\_

4. \_\_\_\_\_

11. \_\_\_\_\_

5. \_\_\_\_\_

12. \_\_\_\_\_

6. \_\_\_\_\_

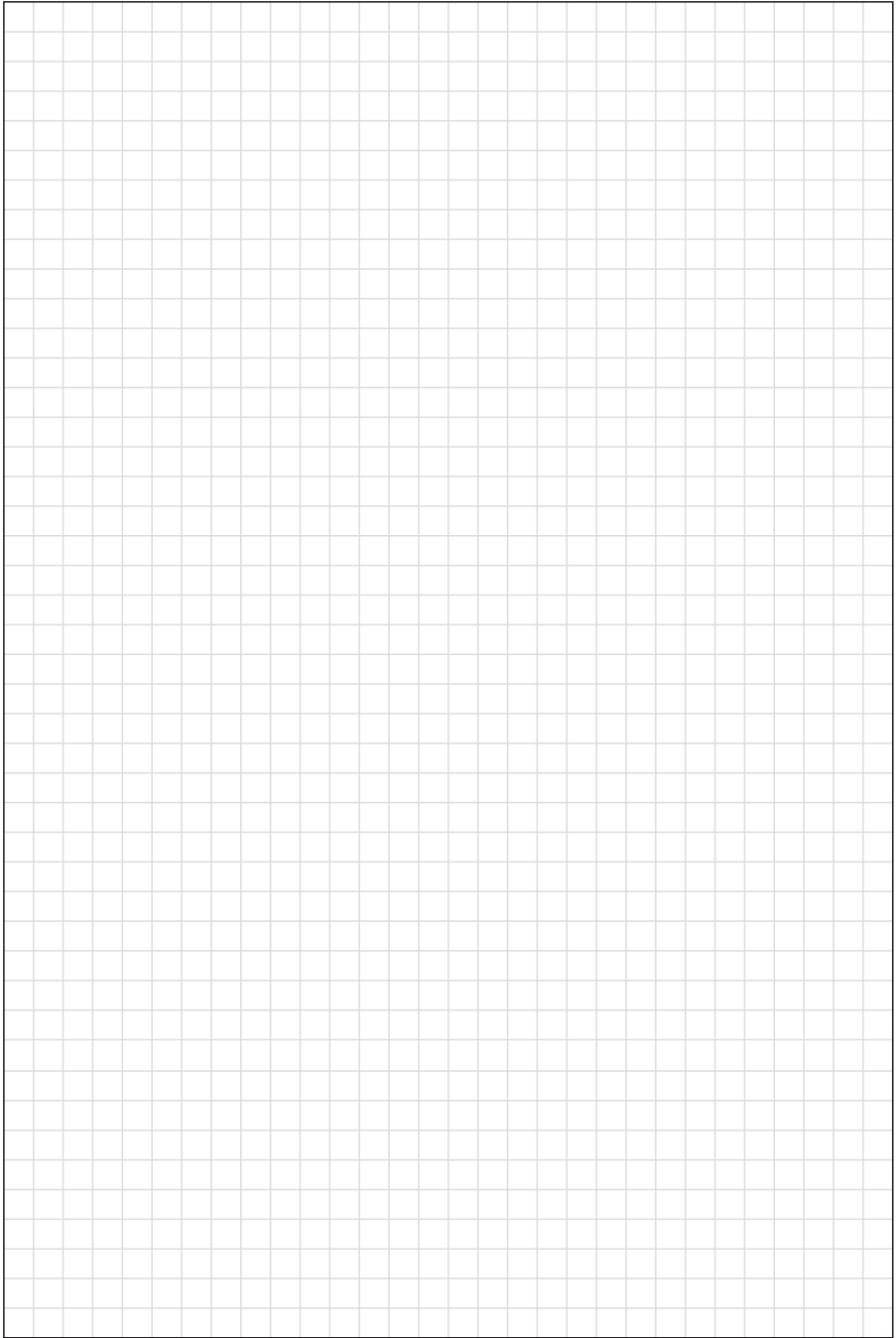
13. \_\_\_\_\_

7. \_\_\_\_\_

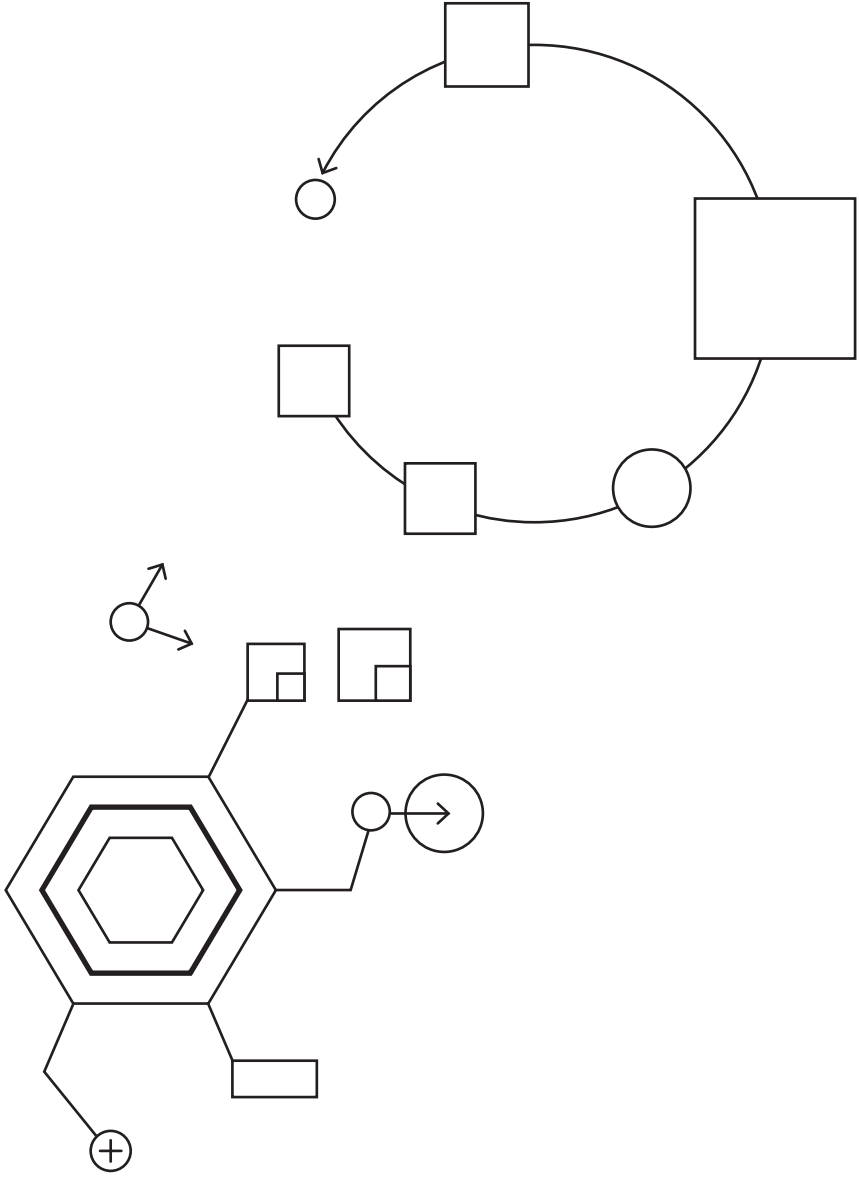
14. \_\_\_\_\_



In groups, what is your stake in the project, company, venture



# parts party





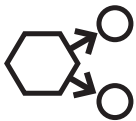
## Parts Party

A part of me wants to,

A part of me doesn't.

Several parts don't care either way.

Virginia Satir called it a 'parts party.' It is a way to check in with different parts of ourselves. Different parts of us might want security, adventure, growth, safety, recognition, challenge or approval, to name a few. With committed and caring negotiation, these parts can all get what they want.



### **This tool works well for:**

Professionals with families, to explore balance

Preparing for negotiations

Entrepreneurs, to define work roles

### **When to use it?**

For quarterly or yearly reviews

For short to medium term planning

### **What kinds of questions does it invite?**

What do different parts of you want?

How can you find creative solutions to satisfy different parts of you?

What do all the parts of you want?



**List** – the behaviors that you want or need to include in your life.  
The first three are listed for you...

**Assess** – if some part of you were responsible for doing this job,  
what would be the job title be?

**Create** – a brief job title for each part (e.g., VP for Quiet, Director of  
Education, Border Guard)

**Evaluate** – the qualities or talents required for each job

**Write** – a short job description for each part

**Map** – in words, symbols, images, etc.

- |            |           |
|------------|-----------|
| 1. eat     | 16. _____ |
| 2. sleep   | 17. _____ |
| 3. breathe | 18. _____ |
| 4. _____   | 19. _____ |
| 5. _____   | 20. _____ |
| 6. _____   | 21. _____ |
| 7. _____   | 22. _____ |
| 8. _____   | 23. _____ |
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