



COLLECTIVE
CHANGE
INSTITUTE

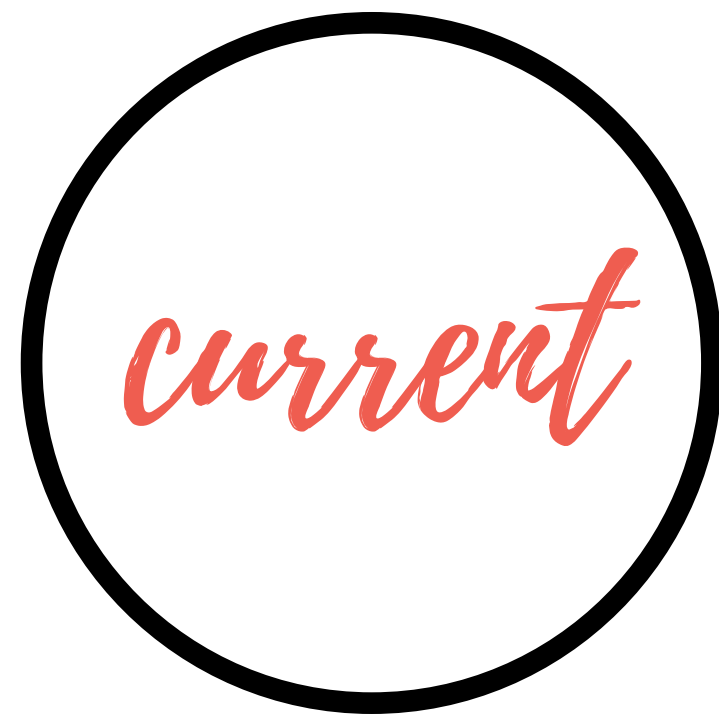
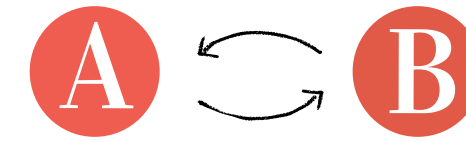
potential

Self-Coach

WITH THE C-C-I MAP



C-C-I CHANGE MAP



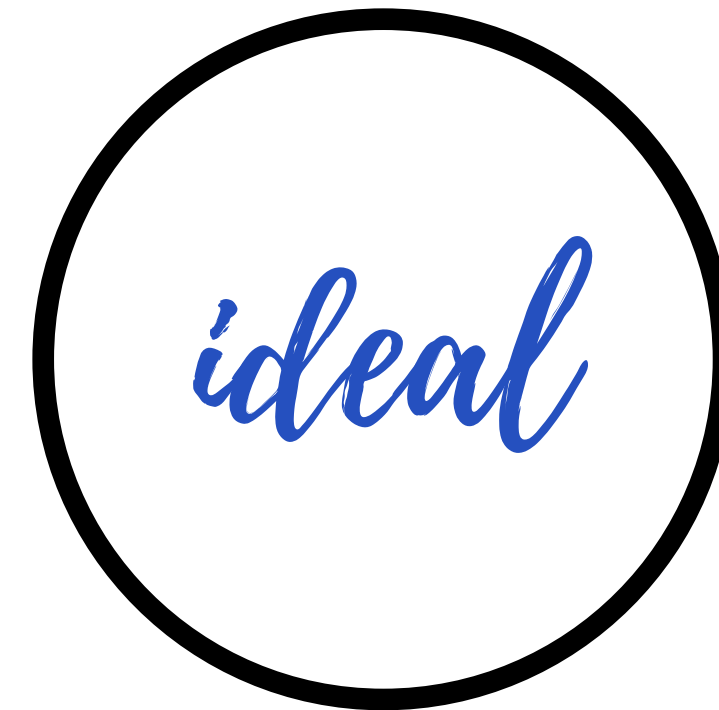
- What's happening now?
- Reality stock-take
- How do they feel/think about their current situation?

counter-effort
Barriers and resistances



effort

Knowledge, efforts, structure, resources, strengths, ideas, plans, energy, attitude, acts



- Do they know what they want?
- Define success & satisfaction
- What is the impact?
- What is important?

SELF-COACH WITH C-C-I



CURRENT

- Tell me more about the situation you're in.
- What have you experienced so far?
- How do you feel about it?
- How would you best describe yourself right now (OR) your current situation/state
- What aspects of your current situation affect you the most?
- How is it affecting you?
- What is troubling you?
- What are some recent examples of this?
- Why do you behave in the way that you do?

IDEAL

- What is your career vision?
- What would it mean to you if you could achieve your vision?
- Why is it important for you to achieve this vision?
- Who do you need to be in order to achieve this vision?
- What drives / motivates you?
- What environment brings out the best version of yourself?
- What are the outcomes you'd like to see in the near future.
- What are you working towards?
- What is the objective of that?
- What are the development goals you have in mind which will move the needle for you?
- How does success look like in each of these goals?

SELF-COACH WITH C-C-I



EFFORTS

- How have you tried to progress towards your vision?
- What are some skills you need to develop in order to progress towards your vision?
- What needs to change in order for you to achieve your vision?
- How do you plan to achieve your goals?
- What do you need to do or stop doing in order to achieve this goal?
- What resources or support do you need to achieve your goals?
- What do you stand to gain if you carry out your plan?
- How would you stay on plan?

COUNTER EFFORTS

- What challenges do you currently face?
- What makes it challenging?
- What's not going your way?
- What is missing in the picture?
- What's making you lose motivation/focus/interest?
- Where do you find yourself getting stuck?
- What are the barriers in the way?
- What is likely to stop you?
- What patterns or habits might get in your way?
- What do you foresee might derail this?
- What is going to cause this to fail?
- How might you sabotage yourself?