



The debrief inquiry with Winona on September 02, 2024 revealed the following potential challenges and counterbalancing strengths. This plan offers several coaching questions that might help Winona navigate within the specified context(s).



Exploration Area #1

Context: Winona is spending excessive amounts of time at work and not leaving time to deal with personal issues.

Potential challenge:

Lack of work-life balance (*Performance Readiness*). This risk indicates that Winona may lack the ability to effectively balance work responsibilities with personal life, potentially leading to burnout and a neglect of personal issues. As a result, Winona may find it challenging to maintain a healthy separation between work and home life, ultimately exacerbating her stated problem of spending excessive amounts of time at work and not leaving time to address personal matters.

Protective strength:

Communicates needs and feelings effectively (*Emotional Communication*). This strength would help Winona overcome the identified risk by empowering her to assertively express her work-life boundaries and communicate her need for personal time. By effectively communicating her emotional and personal needs, Winona would be better able to create a more balanced approach to managing her work and personal responsibilities.

Suggested coaching questions for Winona:

1. How do you currently manage your work responsibilities alongside your personal life?
2. Can you identify specific personal issues that you feel are being neglected due to your work schedule?
3. How comfortable do you feel in communicating your need for personal time to your colleagues and supervisors?
4. What strategies have you considered or tried in the past to create a better work-life balance?
5. How do you think improving your ability to communicate your needs might influence your overall well-being and productivity at work?



Exploration Area #2

Context: Winona has recently lost her father and is struggling to face life without him.

Potential challenge:

Performance Readiness. Inconsistent self-discipline (*Performance Readiness*). Winona might find it challenging to establish a routine that helps her cope with her loss, leading to further emotional instability and difficulty in facing daily life without her father.

Protective strength:

Social Integration. Strong family bonds (*Social Integration*). Establishing strong connections with family members can provide Winona with the emotional support and stability she needs, helping her create a new support system that aids in her healing process.

Suggested coaching questions for Winona:

- 1) How have you been managing your daily routines since your father's passing, and have you encountered any challenges in maintaining discipline?
- 2) What role does your family currently play in your life, and how can you strengthen these relationships to help you cope with your father's loss?
- 3) Can you identify any specific activities or routines that have helped you stay focused and disciplined in the past?
- 4) In what ways can you lean on your family for support during difficult times, and how have they helped you in similar situations before?
- 5) What steps can you take to integrate more structured discipline into your daily life while also relying on your family for emotional support?



Exploration Area #3

Context: Winona has been overloading her staff to meet a deadline when she knows it might be hurting their morale.

Potential challenge:

Not acknowledging others' feelings (*Emotional Communication*). Winona's problem stems partly from possibly not recognizing how overloading her staff impacts their morale. Addressing this issue requires actively tuning into and validating their emotions, which is a crucial step she may be overlooking.

Protective strength:

Understanding implications of actions. (*Introspectiveness*). By leveraging this strength, Winona can become more mindful of the consequences her decisions have on her team's morale. Introspection will allow her to reflect on her actions, helping her to make more considerate choices that benefit both the deadline and her team's well-being.

Suggested coaching questions for Winona:

1. How do you ensure you are acknowledging the feelings and perspectives of your staff during high-pressure situations?
2. Can you explore a recent instance when you had to make a tough decision and reflect on how it might have affected your team's morale?
3. In what ways can understanding the emotional impacts of your decisions on your team improve both performance and morale?
4. How can you balance your introspective insights with actions that visibly recognize and address your staff's emotional needs?
5. What strategies can you implement that will allow for better emotional communication while still meeting deadlines?

We hope both you and Winona find this coaching plan helpful. The quality of the coaching questions are very important to us. If you have feedback on their relevance, ideas on context prompt suggestions you would like to share with other coaches, please reply to this e-mail.

