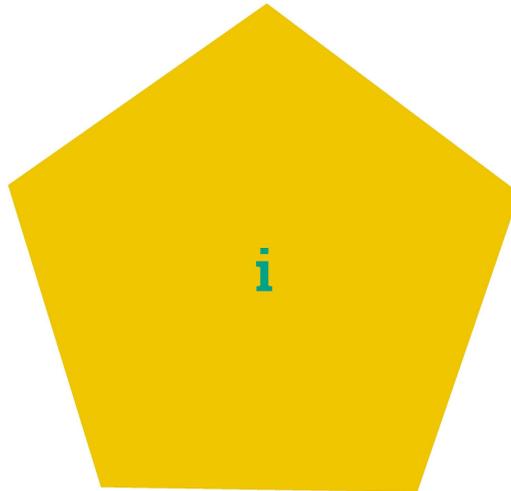


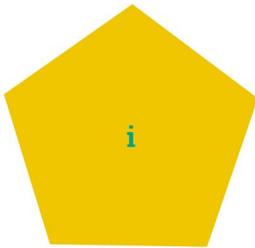


Coaching for me

The penta i model



Coaching for me



Inquire, Imagine, Innovate, Implement, Iterate

Introduction

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This model is based on an appreciative inquiry approach. The goal is to have a lightweight, adaptable framework where the coaching relationship is based on a positive approach of exploration, growth and fulfilment.

In my experience as a coach and coachee, there's a different quality to our approach and more energy when we look at life with a positive attitude, no matter how hard and complex things look at any given moment. Having a sense of hope and a curiosity to find out what's working for us, what are the gifts and opportunities laying can be a great support in living the life we want to live.

To provide structure and accountability, this model offers a way to bring in and take that positive attitude to the coaching process.

“

For a long time it had seemed to me that life was about to begin

- real life.

But there was always some obstacle in the way. Something to be got through first, some unfinished business, time still to be served, a debt to be paid, then life would begin.

At last it dawned upon me that these obstacles were my life.

-Fr. Alfred

”



The Penta i model

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Application

The model is distributed into five different phases that have a flow guiding the coachee from one to the next.

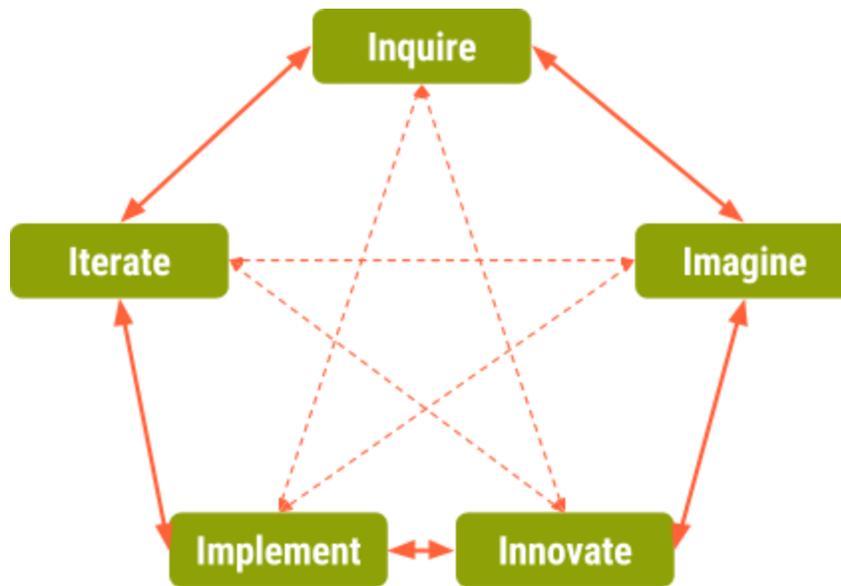
Having said that, life, people and awareness can change everything. Therefore, the coachee is invited to dance between the different phases, bringing something new at each step, at their own rhythm.

Also, as a new chapter or adventure comes to a point of plenitude or equilibrium, the dancer might feel ready to take on a new aspect of their life to bring on the dance floor and start again, re-applying this model. This would then mean that the model is applied in a cycle.

A theoretical Journey



A realistic Journey - the dance!



Description

Inquire

In this phase, you are invited to explore the current reality, being mindful of what are the things that are working well, that bring well being and fulfilment. The idea is to raise awareness on what your world looks like, inside and around you.

As a part of this exploratory phase, the main values shall be also brought to the surface. What do you care about, what drives you, what is your sense of purpose?

Imagine

In this phase, you have the space and freedom to imagine how things might become, what else might work well for you and bring you more well being, using what is already working for you as a stepping stone for what else is possible.

Potential goals and scenarios are played out; visualizing, dreaming, hypothesising, modeling... whatever fits you best to gain more clarity on what can bring you closer to the life you want to live, building on what you already have.

Innovate

At this point we explore ideas to bring those goals and scenarios to reality. How to prioritize these things in a way that works well? How to create them and bring them to life? It is a phase of planning, prioritization, of making it more real in preparation for trying it out.



Implement

Here we experiment! You can execute on the innovation created beforehand and start seeing the results, facing reality and comparing with the expectations. You will dedicate the time, energy and resources to turn what you imagined into a reality.

Iterate

As the implementation unfolds, you will have the opportunity to learn a lot: unforeseen things required to make it more successful, unexpected reactions and outcomes, surprising impact on other things and people... all of this will provide a good base to evaluate and assess how the implementation is going, if any adjustments are needed, if new and additional doors open up and call for further inquiries. The implementation is fine tuned and a new cycle begins.

Conclusion

This model aims to provide a positive approach where you can have a good awareness of what is working for you and how that can be used to support living the life you want to live.

It can be used in the beginning of the relationship, to discuss expectations and share a structure that can be used throughout the coaching sessions. It should be regularly revisited to assess progress and provide accountability, as long as it proves useful.



Coaching for me

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