The Personal Life Vision Coaching Guide™

A Structured 1:1 Leadership Conversation Framework

Purpose of the Session

To help a leader:

- Clarify their Personal Life Vision (PLV)
- Align behavior with that vision
- Identify drift
- Strengthen commitment

Session Structure (75–90 Minutes)

Phase 1 — Establish Context (10 Minutes)

Opening Script (Optional)

Today is not about performance metrics.
It is about direction.
If direction is unclear, performance eventually fragments.

Ask:

1. What do you believe you are fundamentally here to contribute?
2. When do you feel most aligned internally?
3. Where do you feel misaligned currently?

Do not correct. Listen for:

- Recurring words
- Emotional charge
- Hesitation
- Borrowed language

Take notes visibly.

Phase 2 — Excavation (Deep Clarification) (25 Minutes)

This phase surfaces authentic purpose.

A. Legacy Questions

Ask slowly:

- If nothing external limited you, what future would you help build?
- What injustice angers you?
- What kind of leadership disgusts you?
- What kind of leadership inspires you?
- What cost would you willingly endure for something you believe in?

Watch for:

- Increased energy
- Increased specificity
- Slowed speech (meaning deep thought)

Circle the powerful phrases they use.

B. Identity vs Role Distinction

Ask:

- If your current title disappears tomorrow, what will remain true?
- If your income disappeared, what would still matter?
- If recognition vanished, what would still drive you?

This separates vision from career.

Phase 3 — Drafting the PLV (20 Minutes)

Give the format:

My Personal Life Vision is...

Require:

- No “I”
- No career titles
- No goal language
- 3–7 bullet statements

Allow 10 minutes of silent writing.

Do not interrupt.

Phase 4 — The Five Filters Test (15 Minutes)

Read each bullet aloud together.

Apply:

1. Does this evoke emotion?
2. Would this remain true if circumstances change?
3. Is this contribution-focused rather than achievement-focused?
4. Would you defend this publicly?
5. Would you sacrifice comfort for this?

If weak, ask:

What word in this sentence lacks conviction?

Refine.

Phase 5 — Behavioral Alignment Audit (15 Minutes)

Now shift from inspiration to discipline.

Ask:

1. What behaviors currently reflect this vision?
2. What behaviors contradict it?
3. What commitments are out of alignment?

4. What relationships need to change?
5. What decision have you delayed or abandoned that this vision clarifies?

This is where transformation happens.

Vision without behavioral correction is a fantasy.

Coaching Techniques to Use

1. Silence

After powerful answers, pause.
Let meaning land.

2. Use Layering (see the Communication Guidelines)

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2. Precision Interruption

If they say:

“Kind of…”
“Maybe…”
“I’ll try…”

Interrupt gently:

Say that again without softening it.

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3. Word Replacement

Ask:

What stronger word could replace that one?

Language reveals commitment.

PLV Compression Exercise (10 Minutes)

After refinement, ask them to compress the PLV into:

- One sentence

- 15 words or fewer

Example format:

Advancing integrity-centered leadership in every sphere of influence.

This becomes their anchor statement.

Post-Session Assignment

Within 7 days, they must:

1. Share their PLV with one trusted person.
2. Make one decision aligned with it.
3. Eliminate one behavior that contradicts it.
4. Write it by hand daily for 7 days.

Ongoing Integration Model

At each future 1:1 session, ask:

- What did you do this month that reflected your PLV?
- Where did you drift?
- What fear interfered?
- What courage was exercised?

Over time, this creates identity-level leadership.

Warning Signs During Coaching

If you observe:

- Vague spiritual platitudes
- Grandiose language
- Purely achievement-driven framing
- Emotionless drafting

- Heavy external validation language

Pause and return to excavation.

Coaching Close Script

You may close with:

A vision is not something you find.
It is something you declare — and then live into existence.
Today you declared it.
The work now is living it.

Pause.

Why This Matters for Your Larger Leadership Work

Your broader architecture emphasizes:

- Agency
- Accountability
- Cultural integrity
- Stewardship

The PLV Coaching Guide personalizes those principles.
It prevents leaders from hiding behind systems.
