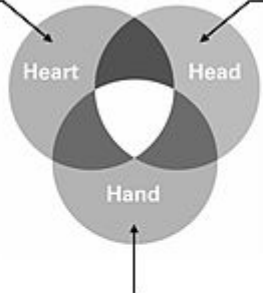




Support TOOL CARD

Head Heart Hands

Objectives	Help to define your coachee his leadership style, and embrace his strengths and address his blind spots
Target	Yourself or someone you coach.
When	Coaching session
Methodology and timing	<p>During coaching session: make an asset-based approach by asking the coachee to reflect and focus on strengths, talents, competencies and things they are doing right. It will be far more likely to make long lasting change than focusing on weaknesses.</p> <p>The advice is to start by yourself as coach and identify your own potential and possibilities. This will help be more ready to then look at the strengths and assets of others.</p>
<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 30%;"> <p>Heart: Motives</p> <p>Does he/she really like the task?</p> <p>Is there a fit between the task and his/her needs and predilections?</p> <p>Does he/she have fun with the task?</p> <p>Does he feel uneasy?</p> <p>Is there anxiety or fear?</p> </div> <div style="width: 30%; text-align: center;">  </div> <div style="width: 30%;"> <p>Head: Goals</p> <p>Is the task really important to him/her?</p> <p>Does the task fit to his/her goals?</p> <p>Are there goal conflicts?</p> <p>What is the goal behind the goal?</p> </div> </div> <div style="margin-top: 10px; text-align: center;"> <p>Hand: Abilities</p> <p>Does he/she have the abilities and skills required for the task?</p> <p>Does he/she have the required experiences?</p> <p>Did he/she successfully accomplish similar tasks in the past?</p> </div>	
Advices	The point is not to change who we are fundamentally, but rather to embrace our strengths, shore up our blind spots and adapt our styles to be more effective when leading across a variety of different people and situations.
Sources	<i>Teach for All</i> “Europe Coaching Foundation NLT”, Laurelin Whitfield, Brussels, 2019 Sept. 13-15 (from Elena Aguilar, www. http://brightmorningteam.com/)
Proposed by	<i>Teach for Belgium</i> tutor