



Power Tools for Pastors

## Personal Growth Coaching Plan

*A five-part discovery process for personal growth*

*(The steps in this plan were presented by Daniel Goleman, Richard Boyatzis, and Annie McKee in their book, Primal Leadership.)*

“The first discovery: My ideal self -- Who do I want to be?”

“The second discovery: My real self -- Who am I? What are my strengths and gaps?”

“The third discovery: My learning agenda -- How can I build on my strengths while reducing my gaps?”

“The fourth discovery: Experimenting with and practicing new behaviors, thoughts, and feelings to the point of mastery.”

“The fifth discovery: Developing supportive and trusting relationships that make change possible.” (Primal Leadership)

### **Primary Activities toward each Discovery**

#### **1<sup>ST</sup> DISCOVERY: MY IDEAL SELF**

- Developing a personal life mission statement & life goals

#### **2<sup>ND</sup> DISCOVERY: MY REAL SELF**

- Spiritual Gifts Discovery
- DiSC inventory
- Strength Finder Index

#### **3<sup>RD</sup> DISCOVERY: MY LEARNING AGENDA**

- Through personal coaching, we develop a learning plan for intellectual, emotional, and behavioral changes.

#### **4<sup>TH</sup> DISCOVERY: EXPERIMENTATION & GROWTH**

- Selecting prioritized behaviors to begin addressing growth areas.

#### **5<sup>TH</sup> DISCOVERY: DEVELOPING SUPPORTIVE RELATIONSHIPS**

- Develop relationship contracts that strengthen one’s personal goals.

This process will take 6-12 months, depending on the specific goals being targeted. Contact HighPower Resources to discuss the details, or for any questions.