GCG

Global Coach Group
Lead for Good

Triple Win Leadership Coaching Vision Worksheet



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Start with WHY

As you begin your coaching engagement, this worksheet is your starting point for creating deep emotional resonance and long-term motivation with your leader. Your role here is to guide them in articulating the WHY behind their leadership journey—connecting their internal drivers with the broader impact they want to have.

Before exploring behaviors or goals, it's critical to take what we call "The Far View"—helping your leader step back and reflect on the kind of person and leader they aspire to become throughout their leadership coaching journey. This sets the tone for the entire coaching journey by grounding it in meaning, clarity, and alignment.

You'll be using four carefully crafted questions to evoke vision, purpose, and personal insight. These questions are drawn from the approach modeled in Chapter 5 of Triple Win Leadership Coaching, where Will's dialogue with Sanjiv illustrates how powerful it can be to begin with vision.



Your objective is to:

- **Create a safe, open space for your leader to reflect deeply.**
- **Listen for values, emotions, and aspirations —not just outcomes.**
- **Encourage storytelling and allow room for silence and pause.**
- **Reflect back key themes and help your leader articulate their vision in their own words.**

By guiding your leader through this process, you're helping them access the intrinsic motivation and emotional connection that fuels growth and change throughout the coaching journey.

Once you're ready, move into the four "Far View" visioning questions that follow. These will help your leader clarify the legacy they want to create, the people they most want to impact, and the leader they ultimately wish to become.

Q1
Connect to Purpose

Ask

> "What are the one or two things that attracted you to your current role in this organization—and brought you to where you are today?"

Why it works

This question invites the leader to reconnect with their original passion and purpose, helping them anchor their identity in positive intention and intrinsic motivation.



Q2
Own Your Perception

Ask

> "Imagine we fast-forward to the end of our 12-month coaching engagement. What do you want people to say about you?"

Why it works

It helps the leader define their future identity—not just in terms of skills or goals, but how they want to be perceived by coworkers. This builds emotional ownership, gives the coworker a stake in the coaching journey, and provides clarity of outcomes.

Q3
Step into Others' Shoes

Ask

> "When you step into the shoes of the people you work with—your coworkers and team—what benefits do you want them to gain from your growth as a leader?"

Why it works

This shifts the leader's perspective from internal growth to shared, visible improvement. It elevates the importance of collective success.

Q4
Connect to Collective Value

Ask

> "How would sustained leadership growth and a collaborative team culture help you attract and develop talent, strengthen your team, and create impact in the organization?"



Tip for Coaches

You can jot these answers on a single page and revisit them frequently to spark momentum. As the book says, this is the leader's "pot of gold at the end of the rainbow"—their initial outline of their personalized business case for change.

This worksheet is based on concepts and tools introduced in **Triple Win Leadership Coaching, the Coaching Guide to More Impact, More Coaching, More Clients** by Will Linssen (© 2024, Global Coach Group).

For more information and resources on the Triple Win Coaching approach —including frameworks, models, and case studies—refer to the full book and the accompanying elearning at globalcoachgroup.com/triplewinbook

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For Clients

We Deliver a Triple Win



Better Leaders, Better Teams, and Better Results — boasting a 95% success rate confirmed by coworkers, based on more than 100,000+ leaders coached.

Global Coach Group delivers the best results-based coaching worldwide through our network of over 4,000 world-class certified coaches, powered by our proven Triple Win Leadership Coaching approach and proprietary digital tools.

Triple Win Leadership Coaching, captured in Everybody Wins by Will Linssen — Amazon #1 International Bestselling Author.

Author

Will Linssen



Will Linssen has been ranked World's #1 Leadership Coach by Global Gurus (USA) and World's #1 Coach Trainer by Thinkers50 (UK), serves as advisor to the Harvard Business Review, and is recognized as a LinkedIn Top Executive Coaching Voice. He is an Amazon #1 International Bestselling Author. With more than 30 years of experience in executive leadership across Europe, North America, and Asia, Will holds the International Coaching Federation's highest accreditation: Master Certified Coach.

He is the founder and CEO of Global Coach Group, the world's #1 international leadership coaching network, with over 4,000 coaches worldwide serving Fortune 500 companies and leading multinational corporations.