



Use **ALIFE™** as a framework for the coaching process, to review where you have traveled, as a mid-course check-in, as a closing assessment of the coaching engagement.

ALIFE™	Making Your Personal Vision Real
<u>A</u>uthenticity	What is my best view of myself? Under what conditions does my 'best self' emerge? Who am I? Why am I here? What do I stand for? What sustains me? To what do I feel deeply connected?
<u>L</u>eadership	How can I best serve as a leader? How can I be creative? How do I aspire to lead? What builds my credibility as a leader? Why do people follow me? When and how am I a follower?
<u>I</u>ntentionality	What commitment can I make? What do I choose to be more conscious of? What is the future I want to help shape? What do I want? What are the possibilities? What practices/structures will help me sustain my focus? How might I experiment to figure out what works for me?
<u>F</u>ear/<u>C</u>ourage	What triggers retreat or diminishment? How do I convert fear into courage? Where does fear live in my body? What is it for you to be bold?
<u>E</u>xecution	How will I get things done? How do I get in my own way? What is the best way for me to learn how to ____? How will I hold myself accountable? What am I going to <u>do</u> ? How am I going to <u>be</u> ?

ALIFE™ Neil Stroul, who created ALIFE™, provides the following description of how he works with a client using ALIFE™.

Leadership: When I talk about leadership, I tell clients that no two people will lead exactly alike; leadership is from the inside out, that each of us must tap our own unique leadership capacities. That being said, there are some universal principles: Leadership is mostly defined by what the leader does publicly; leadership is more future oriented than is managing; effective leaders are able to quickly move through suffering, etc.

Intentionality: I return to the idea of double loop learning. The opportunity for learning occurs when results DO NOT match intentions: What do I need to learn or do differently so that next time, I will have a different result.

Additionally, I like to use a little formula: Declaration-Intention-Commitment. Declaring invokes the possibility of an alternative future. Intention is the trial and error process for moving in the right direction. Committing is following through with “what works.” In that vein, I will often refer to Kegan’s material on competing commitments. ([How The Way We Talk Can Change The Way We Work](#) by Robert Kegan and Lisa Lahey).

Fear/Courage: These emotions are self-explanatory - to move through the fear that is usually present when we are making a change, trying new behaviors, taking a risk requires a great deal of courage.

Execution: I often talk about how executing, while not easy, is simple. There are 4 options: Start, stop, continue, learn. What am I not doing, that if I did it, would move in the desired direction (start)? How am I getting in my own way (stop)? What is currently working (continue)? What would I do differently if only I knew how to do it (learn)?