



PERSONAL MILESTONE

Objectives

To start aligning the egos, by directly diving in the deepness of the relationships in the group.

When to use

At the beginning of a team meeting, just after an icebreaker.

How to use

This tool takes between 45min and 1 hour.

- 7/8 min of individual preparation of the questions, in silence
- 2 x 15 to 20 minutes of discussion by two
 - One answers the question
 - The other listens to the end, and even waits a few seconds before talking
 - Then he can ask questions to help the other to understand himself better (and not for his own curiosity: he has nothing to solve)
 - He gives a resonance. The other listens without commenting (just saying thank you if the resonance is clear)
 - The pair change roles.
- 15 min group dialogue: “how was this experience for me?”, “What did it bring / or not to me?”

Questions

1. When I look back at the last XX months, what is left inside me? What did I live/ experience that I qualify as still important, significant to me?

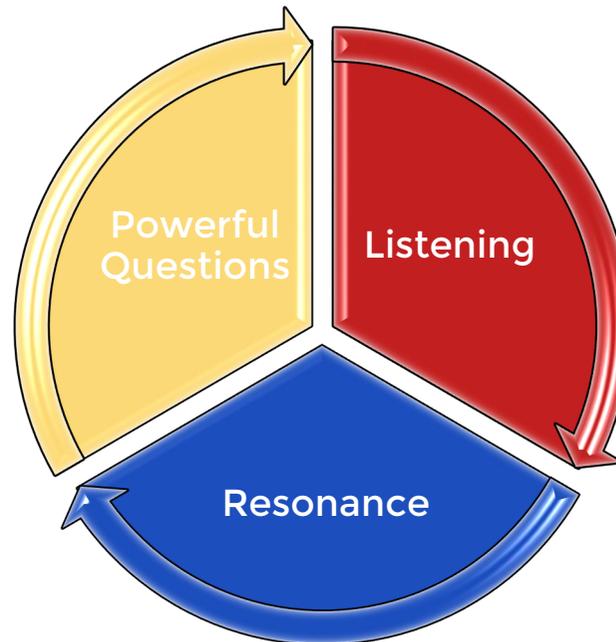
→ decide the period XX: 3, 6, 12 months
2. What have I learned during this period? What have I advanced, progressed, what has grown inside me?
What has hindered me, slow me down? Attitudes, saboteurs, scenarios, repetitive patterns etc?



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Tool

- I trust that you know the answer.
- I don't need to provide advice.
- I don't need to show you that I know.
- I favour questions that search beneath the surface



- What touched me?
- What impacted me?
- What did I perceive about who you are and about what is really important to you?

- I am present: I put aside my thoughts, concerns, and worries of the moment.
- There are no distractions.
- I don't interrupt and I listen to the end. I even wait a couple of seconds.
- I listen to my Head, Heart and Guts before I start talking.

HEAD



EXTERNAL SITUATION,
FACTS, DATA & LOGIC

HEART



EMOTIONS, FEELINGS,
SENSATIONS



GUTS



VALUES, BELIEFS,
DREAMS, TALENT,
POTENTIAL