**Purpose: To** support individuals and teams with goal setting

Visioning is a technique used in many coaching situations, but it is particularly powerful in goal setting. There are many different techniques and tools to help people to develop their vision, but most have one thing in common: effective visioning requires the engagement of all the individual’s senses, particularly sight, smell, touch as well as their emotions.

 **Directions:**

In visioning, the coach invites the learner to close their eyes and to imagine themselves as they would like to be at a specific point in the future. Typically, the shorter and more specific the goal the more clear and precise the visualisation will be whilst bigger or the more general the goal, the longer the forward projection will be.

The question or issue around which the visioning session is built will vary according to the purpose of the coaching session, but the shape of most visioning sessions involves three stages: **visualisation, determination and actualisation**.

The process involves imagining a future scenario, helping to strengthen the individual’s resolve to achieve the future outcome and finally to plan how to achieve the outcome. The coach might ask the following sequence of coaching questions:

**Step 1: Visualisation**

**Always talk in the present tense and NOT the future tense)**

* Where is it that you want to be (a future scenario, place or outcome)?
* Describe what you see around you (the environment, the people, the noises and sensations)
* How do you look/appear/feel/sound?
* What are you doing? Why are you doing it and how are doing it?
* Describe how you feel. Why are you feeling this? What is making you feel this?
* Describe how the people around you feel? What are they doing/saying?
* Describe what you hear/smell/sense?

**Step 2: Determination**

* How is this different from now? How is it better? Does it meet your expectations?
* How big is the gap between where you are and in your vision?
* How you see yourself? How do you feel about yourself
* How do others talk about you? How do others feel about you?
* How much do you like the vision of you and your scenario?
* What is the gap between where you are and the you in the vision?

**Step 3: Actualisation**

* What can you do to make the vision a reality?
* Describe the actions or steps to get to your vision
* Who might you need to know to make it a reality?
* What might you need to know or do to make it a reality?
* What is the first action you are going to take to make your vision a reality?

**Additional Information:**

Visioning is best used when people are in a relaxed state and requires them to be fully ‘present’ (i.e. fully engaged or focused), choosing a suitable time and interruption-free location is important. Visioning can also be used to explore and compare different futures or goals thereby helping people to evaluate different scenarios enabling them to make a considered choice between the alternative scenarios.