

PROACTIVE Coaching Assessment

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Your Personal Development, Mastery, and Control

Proactive coaching focuses on mastering and controlling the mind's thoughts and emotions, the body's energy and emotions, vibrations, and breathing — through awareness, attention, and focus.

Section

Three Pathways to Personal Development

To what extent are you aware of these three pathways?

Rate yourself from 1 (low) to 7 (high). A score of 5 or below suggests action is needed.

1. Inner Approach and Challenge:

How aware are you of focusing your thoughts and attention on your inner self, internal dialogue, and the nature of different voices? This includes awareness of conscious thoughts in the present moment versus unconscious habits and assumptions, as well as awareness in the body and its impact on energy levels, attitude, and relationships.

2. Outer Approach and Challenge:

How aware are you of your curiosity and willingness to continually learn? Do you have the discipline to acquire knowledge, develop skills, and follow through? Can you stay focused without distractions and let your burning desires drive committed decisions? Are you patient enough to prioritise others in your development and seek mentors or role models?

3. Social-Market Approach and Challenge:

How aware are you of ensuring your ideas fit into social and market systems? Do they address a specific need and appeal to a target audience? Ideally, your ideas should follow a problem-solution model, with a step-by-step approach. People seek simplicity, essential solutions, and experiences that make them feel the cost of not buying in is greater than the price of adopting the solution.

Section

Challenges

To what extent are you aware of and able to master your personal challenges?

Rate yourself from 1 (low) to 7 (high). A score of 5 or below suggests action is needed.

4. Your Attitude, Mindset, and Approach
5. Your Identity, Self-Image, Self-Worth, and Confidence
6. Your Personality, Character Traits, Ethics, and Morals
7. Your Responsibility, Discipline, Self-Control, and Habits
8. Your Energy, Motivation, Persistence, and Drive
9. Your Goals, Dreams, Vision, and Sense of Purpose
10. Your Skills, Qualifications, Competence, and Practice
11. Your Results, Outcomes, and Achievements
12. Your Health, Fitness, and Well-Being
13. Your Influence, Power, and Impact
14. Your Courage, Risk-Taking, and Decision-Making
15. Your Stress, Pressure, and Resilience
16. Your Communication, Understanding, and Being Understood
17. Your Emotional Balance, Equilibrium, and Harmony
18. Your Relationships, Connections, and Interactions
19. Your Biases, Assumptions, and Hidden Beliefs
20. Your Focus, Attention, and Awareness

Section

Unconscious Narratives

To what extent are you aware of your conditioned behaviour?

Rate yourself from 1 (low) to 7 (high).

A score of 5 or below suggests action is needed if these narratives have negative effects.

21

Your unconscious narratives go by many names, and becoming aware of them is a challenge. They largely shape your outcomes and are known as paradigms, belief systems, convictions, truths, biases, prejudices, self-perceptions, hidden stories, assumptions, habits, social inheritance, perspectives, generalisations, scripts, and programs.

Section

Personal Development and Goals

To what extent are you aware of mastering and controlling your personal goals for development?

Rate yourself from 1 (low) to 7 (high). A score of 5 or below suggests action is needed.

22 **Meaning** guides your decisions, influences actions, shapes goals, and provides direction. **Freedom** gives you the ability to let go of limitations. **Happiness** is your ability to live in the present and choose to be content with who you are, what you do, and what you have. **Joy and gratitude** go hand in hand—bring them into everything you do. **Mental peace** nourishes the emotional state of your soul and conscience. **Love** promotes happiness with everyone and everything around you. **Health** is the foundation of a sound body and a healthy soul.

Section

The Three Central Games of Life

To what extent are you aware of mastering and controlling life's three central games?

Rate yourself from 1 (low) to 7 (high). A score of 5 or below suggests action is needed.

23 **The Health Game:** Your health, lifestyle, and well-being. Awareness of your body, physical state, sleep, nutrition, exercise, and relaxation. Intuition and experience in maintaining health and vitality.

24 **The Relationship Game:** Family, friends, networks, and colleagues. Your ability to build, maintain, develop, share, care, and show consideration in relationships. Intuition and experience in managing connections.

25 **The Money Game:** Work, business, and financial management. Your roles as an employee, entrepreneur, owner, investor, partner, or a combination. Your competence, industry experience, intuition, and skills.

Section

Competition and Comparisons

To what extent are you aware of mastering and controlling competition and comparisons?

Rate yourself from 1 (low) to 7 (high). A score of 5 or below suggests action is needed.

26 UPWARD Competition: Comparing yourself unfairly with others above you—leading to a feeling of loss.

DOWNWARD Competition: Comparing yourself unfairly with those below—winning easily but learning nothing.

EQUAL Competition: A fair and balanced comparison where both parties learn and win.

SELF Competition: Competing with yourself, setting challenges—big or small, short-term or long-term. You learn, win, and gain valuable feedback.

Section

Responsibility and Accountability

To what extent are you aware of mastering and controlling your responsibility and demonstrating accountability?

Rate yourself from 1 (low) to 7 (high). A score of 5 or below suggests action is needed.

27 Time Holds Responsibility: “It was a different time, and I was a different person.” **No One Took Responsibility:** No one stood up, including yourself. **Good Intentions:** The intention was good, but it went wrong. **Shifting Responsibility:** “It wasn’t my responsibility.” **Owning Responsibility:** “I take full responsibility for my actions, words, and results.”

Section

Communication, Content, and Process

To what extent are you aware of mastering and controlling your communication’s content and process?

Rate yourself from 1 (low) to 7 (high). A score of 5 or below suggests action is needed.

28 Content of Communication

Context: Do you establish a common foundation and coherence?

Information Gathering: Do you investigate the subject and clarify

facts? **Goal Setting:** Do you clarify goals, frameworks, direction, and

possible actions? **Follow-up:** Do you review, evaluate, and learn from the process?

29 Process of Communication

Relevance: Are you aware of the relevance and impact of your questions in dialogue? **Interpretation:** Do your questions help

identify patterns and alternative interpretations? **Truths:** Do your questions clarify self-perceptions, biases, and assumptions?

Positions: Do your questions help assess the impact of different perspectives and opportunities?

Section

Communication and Critical Aspects in Your Dialogue

To what extent are you aware of mastering and controlling the ability to inquire about critical factors for achieving results in a dialogue and situation, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

30 How aware are you of asking about the **decisive and relevant factors** for the outcome of your communication? These factors include **context**, wholeness, and coherence. **Positions**, interests, and power bases.

Perspective, angle, and viewpoint. **Intention**, purpose, and goal. **Values**, norms, and orientation. **Bias**, prejudices, and beliefs. **Facts**, definitions, and interpretations. **Relationships**, networks, and familiarity. **Language**, body language, and tone of voice. **Time before**, during, and after.

Formal and informal. Quality and quantity. Ecology and sustainability. Ethics and morals. Time and priorities. Diversity and synergy.

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Section

Problem-Solving and Task Management

To what extent are you aware of mastering and controlling the phases of problem-solving and task management, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

31. Phases

Identifying the core of the problem based on facts. Determining the cause of the problem based on facts. **Specifying** and concretising the problem. Developing alternatives and solutions. Listing the **pros and cons** of these alternatives. Pilot **testing**, trying, and validating the chosen solution. Assigning **responsibility** for the solution. Ensuring **follow-up** and supervision of the problem-solving process. **Evaluating** and extracting learned lessons from the solution.

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Section

Goal Setting, Meaningfulness, and Values

To what extent are you aware of mastering and controlling the alignment of your goals, the meaning you seek, and the values you uphold—ensuring they are adjusted, parallel, coherent, complementary, measurable, and time-based? Low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

32. Aligning your goals, meaningfulness, and values:

Are you ensuring that your goals align with the meaning you desire and the values you hold? Do you ensure that you have goals, visions, and dreams that challenge you? Are your values genuinely your own and not imposed from external sources? Are the meaning you seek, and your values embedded in your short, medium, and long-term goals? Do you write down, prioritise, revisit, and continuously work with your goals? Are your goals SMART—Specific, Measurable, Achievable, Realistic, Time-bound, and Sustainable? Do you supplement your goals with ideas relevant to your goal setting?

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Section

Utilising Your Higher Faculties

To what extent are you aware of mastering, controlling, and utilising your higher faculties—your willpower, intuition, perception, reflection, memory, and imagination? Low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

33. Your willpower: Where there's a will, there's a way. Do you have the will, commitment, and dedication in your important decisions? **Your intuition:** Does your inner voice speak to you through your body, images, emotions, and experiences? **Your perception:** Do you consciously choose to interpret sensory impressions positively, neutrally, or negatively?

Your reflection: Can you define, analyse, evaluate, and synthesise effectively?

Your memory: Are you conscious of time, place, identity, relationships, coherence, and context? **Your imagination:** Can you visualise and create things—first in your imagination and then in reality?

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Section

Position and Situations

To what extent are you aware of mastering and controlling your positions in various situations? Low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

34. I'm OK – You're OK Position

Characterised by trust, respect, community, fairness, responsibility, commitment, trust, productivity, constructiveness, conflict resolution, progress, and recognition.

35. I'm OK – You're NOT OK Position

Characterised by negative criticism, blame, judgement, know-it-all attitude, defensiveness, apologising, denial, attacking, conflict-seeking, limiting, and shock.

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36. I'm NOT OK – You're OK Position

Characterised by withdrawal, avoidance, absence, omission, irresponsibility, lack of energy, skipping actions, forgetfulness, apologising, and victim mentality.

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37. I'm NOT OK – You're NOT OK Position

Characterised by indifference, powerlessness, hopelessness, meaninglessness, lack of engagement, exhaustion, imbalance, and depression.

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Section

Attitudes and Mentality Scripts

How aware are you of mastering and controlling your scripts when you leave the OK-OK position? Low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

38. I'm OK – You're NOT OK Scripts—STRONG, PERFECT, HURRY, ALWAYS, and ALMOST

Do you seek to be STRONG and HURRY, yet always end up in an either/or dilemma?

Do you strive to be STRONG and PERFECT, where tasks always come before pleasures?

Do you aim to PLEASE, where principles always come before enjoyment?

Do you exert yourself and aim to PLEASE, where you ALMOST succeed, but then…?

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39. I'm not OK – You're OK scripts – PLEASE, STRONG, NEVER, ALWAYS, and THEN.

Do you seek and dream of PLEASING and being STRONG but NEVER get what you want?

Do you seek and feel that you PLEASE, and things go well, and THEN things ALWAYS go bad?

Section

Inner dialogue and Reinforcement

"The battle between our two wolves, each with many voices and faces" – The one you feed wins!

To what extent are you aware of mastering and controlling your inner dialogue, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

40. The Good Wolf

The good wolf is playful, peaceful, happy, hopeful, humble, empathetic, honest, generous, compassionate, grateful, loving, loyal, approachable, and kind. The good wolf builds self-worth, self-esteem, and relationships. Through self-love, it develops resilience and constructive balance in life.

41. The Bad Wolf

The bad wolf is aggressive, angry, envious, jealous, greedy, arrogant, superior, vengeful, manipulative, selfish, self-pitying, guilty, sorrowful, inferior, and dishonest. The bad wolf develops manipulative behaviour in various forms to gain attention, recognition, and control, fulfilling its needs through others.

Section

Emotions and Positions

To what extent are you aware of mastering and controlling your emotions in your positions, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

42. I'm OK – You're OK with primary emotions of joy and love.

This position is characterised by feelings of satisfaction, gratitude, pleasure, cheerfulness, happiness, optimism, respect, and acceptance.

43. I'm OK – You're not OK with the primary emotion of anger.

This position is characterised by feelings of anger, aggression, irritation, provocation, negativity, scepticisms, and critical, cautious awareness.

44. I'm not OK – You're OK with the primary emotion of fear.

This position is characterised by feelings of insecurity, unease, pessimism,

anxiety,
disappointment, inadequacy, and sensitivity.

45. I'm not OK – You're not OK with the primary emotions of loss and sadness.

This position is characterised by feelings of anxiety, violation, rejection, vulnerability,
depression, loneliness, shame, sorrow, and despair.

Section

Decision – "Do you say YES or NO?"

To what extent are you aware of mastering and controlling your YES and NO decisions, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

46. Do you often give a balanced YES, which gives you more assignments and a generally higher joy of life? Do you often give an **unbalanced YES**, which gives you too many tasks and leads to guilt, restless sleep, and stress? Do you often give a **categorical YES**, based on a firm decision about who you are and what you do or don't do? Do you often give a **non-categorical YES**, which requires you to reconsider every time who you are and what you do or don't do? Do you often give a **categorical NO**, which helps you stay focused on your goals? A categorical NO is necessary to succeed in achieving your goals.

Section

Meaning and Intention

"Meaning in life seems connected to freedom and finding your interests, values, and giving and sharing with others."

To what extent are you aware of mastering and controlling your meaning and intention, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

47. Are you aware of: **Finding yourself**. Knowing your story, your identity, and personality, your values, dreams, and beliefs? Are you aware of: **What you do**. What you love to do and who and what you want to become and develop into? Are you aware of: **Forgetting yourself and giving to others**. Doing something for people you want to help and meeting their needs and desires? Do you ensure they benefit from what you do for them? Do you see people grow and develop?

Section

Balance and equilibrium in your work. Necessity, utility, and autonomy.

To what extent are you aware of mastering and controlling your balance and equilibrium in your work, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

48. The work of necessity and the body.

How aware are you that some tasks must be done, where you are neither driven by desire nor motivation? Yet, you still feel satisfaction from completing them. "I did it again."

49. The work of utility and the mind and hands.

How aware are you of doing tasks based on set goals with diligence, energy, and focus? "I succeeded and reached the goal."

50. The work of autonomy and the intellect and creativity.

How aware are you that there is time for things that drive you spontaneously and freely?

Freedom with responsibility that gives meaning, dialogue, and community. "I got my idea realised."

Section

Time and Prioritisation

To what extent are you aware of mastering and controlling your time and priorities, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

51. The time you spend on important and urgent things.

Tasks such as deadlines, firefighting, last-minute submissions, corrections, and changes.

52. The time you spend on not important but urgent things.

Tasks such as time wasters, unnecessary calls and emails, interruptions, unprepared meetings, no or ineffective agendas, and distractions.

53. The time you spend on important but not urgent things.

Tasks such as planning, goal setting, roles, responsibilities and duties, personal development, education, networking and relationships, initiatives, ideas, and proposals.

54. The time you spend on unimportant and non-urgent matters.

Things like mindless internet use, surfing, gossip, and other escape activities.

Section

Drama or Solution

"Which invitations do you say YES to?"

Do you take part in the drama triangle's game or the solution triangle's productivity?

To what extent are you aware of mastering and controlling your roles in the two triangles, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

55. Drama Triangle

When you participate in the drama triangle, you take on one or more roles as an attacker, victim, or rescuer. An attacker is strong, quick, and makes accusations. A victim is submissive and seeks to please. A rescuer strives to save the victim. The roles may shift as the drama unfolds. In the end, only losers remain. The game operates in the positions: "I am OK – You are not OK" and "I am not OK – You are OK."

56. Solution Triangle

When you participate in the solution triangle, you take on one or more roles as an initiator, challenger, or coach. An initiator formulates the task/problem. A challenger asks questions and provides perspective on the task/problem. A coach guides the initiator and challenger with definitions, analysis, evaluation, and synthesis of the task/problem. The roles may shift as the solution process develops. In the end, only winners remain. The process operates in the position: "I am OK – You are OK."

Section

Diversity and Synergy

"Are you aware of diversity and your focus on its strengths and weaknesses?"

To what extent are you aware of mastering and controlling your focus on diversity and achieving synergy, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

57. Your focus on people, relationships, and community.

How strong is your focus on ensuring people's integrity, relationships, harmony, and emotions? Your empathetic skills.

58. Your focus on the matter, professionalism, and principles.

How strong is your focus on ensuring professionalism, principles, documentation, and standards? Your professional interest.

59. Your focus on influence, position, and interests.

How strong is your focus on ensuring your influence, position, and interests? Your power and political orientation.

60. Your focus on results, goals, and actions.

How strong is your focus on ensuring action, achieving goals, and obtaining results? Your competitive and action-oriented nature.

Section

Ethics and Morality

To what extent are you aware of mastering and controlling a healthy ethical and moral balance, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

61. To what extent do you master and control a healthy balance between:

- Moderation and indulgence.
- Goodwill and envy.
- Patience and anger.
- Willingness to work and laziness.
- Altruism and self-assertion.

Section

Behavioural Patterns

To what extent are you aware of mastering and controlling your behavioural patterns, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

62. To what extent do you master and control your behavioural patterns:

- **Passive behaviour**, where you avoid conflicts and fear rejection.
- **Waiting behaviour**, where you postpone and hesitate due to fear of making wrong decisions.
- **Distracting behaviour**, where you are evasive, non-committal, and fear losing.

- **Reactive behaviour**, where you resist, refuse dependency, and fear failure.
- **Active behaviour**, where you act on necessity with built-in security.
- **Proactive behaviour**, where you take initiative based on opportunities without fear of failure.

Section

Self-Sabotage.

To what extent are you aware of mastering and controlling your self-sabotage paradoxes, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

63. To what extent do you master and control your self-sabotage paradoxes?

Preparation. You do things at the last minute, believing it gives the best results. The evidence suggests otherwise.

Big thoughts. You have big ideas but take no action. Believing that big thoughts naturally lead to action.

Necessity. You get angry at necessity. Necessary things must be done, but not by you.

Perfection. You wait for the perfect situation, which never arrives.

Decision. You avoid making decisions or starting tasks. No decision is also a wrong decision.

Prioritisation. You commit to so many things that you don't manage to do the most important ones.

Section

Change and Fear

To what extent are you aware of mastering and controlling your fear during changes, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

64. Your personal learning during change.

You fear being left behind as incompetent and unable to keep up with developments. You will try to secure education and learning to manage the change.

Personal failure during change.

You fear being left with failure and having exposed yourself. You will try to secure detailed documentation and an action plan with responsibilities to handle the change.

Your personal power position after a change.

You fear being left behind and having lost your power position and influence. You will try to secure an equivalent power position to accept the change.

Your personal loss related to a change.

You fear being left behind and having made a "bad deal." You will try to secure a "profitable" deal to accept the change.

Section**Relationships and Imbalances**

To what extent are you aware of mastering and controlling imbalances in your relationships, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

65. Your archetype COMMUNITY takes over in "heated" situations.

In heated situations with struggles for dominance, the right of the strongest, conflicts, and unhealthy competition, you take over by striving to achieve harmony, kindness, care, and avoiding anger.

Your archetype ORGANISER takes over in "heated" situations.

In heated situations with chaos, no structure, no agreements, and no responsibilities, you take over with responsibility and strive to achieve order and structure. You act as the "adult in the room" to get things under control.

Your archetype FREEDOM takes over in "heated" situations.

In heated situations with blame, criticism, mistakes, guilt, and prohibitions, you take over by manipulating the truth, spontaneous ideas, small lies, and omissions to achieve your freedom and not get "caught."

Your archetype REBEL takes over in "heated" situations.

In heated situations with strong, rigid bonds, norms, lifestyles, and conservative traditional rules, you take over with rebellion, competition, and conflict to break free from restrictive bonds.

Section

Awareness and Universal Laws.

To what extent are you aware of universal laws and their effects, low 1 and high 7?

The recommendation is that a score of 5 or below requires action.

66. The law of perception, thinking, and results.

With attention and thoughts, we can focus our perception and experiences and change how we see things. The law of correspondence states: "As we see things inside (mindset), so we see them outside (environment, body, and results)."

The law of energy, resources, and attraction.

We are energy. Vibrations on countless frequencies. Energy takes form according to vibrations and frequencies. What vibrations you emit and which frequencies you operate on determine what you attract. The law of attraction says: "Like attracts like."

The law of compensation and giving and receiving.

You must create space by giving to be able to receive. Giving and receiving happen simultaneously. The law of compensation states: "You receive exactly what you have given with time. As you sow, so shall you reap."

The law of growth, adversity, and prosperity.

We grow and develop through authentic feedback, adversity, prosperity, praise, and expectations. The law of polarity says: "We fight, flight, freeze, or react and win the battle, but lose the war if we do not let resistance go and let it be."

The law of sacrifice, quantity, and quality.

Sacrifice is not losing but giving up something at one level to gain something else at another level through perseverance, diligence, and discipline. The law states: "The qualitative process is of greater importance than content."

The law of forgiveness.

Forgiveness makes everything grow – again. Forgive and free yourself. Forgive others for what happened yesterday.