

The IMPACT Coaching Toolkit

This practical coaching toolkit is designed to help you, as a coach, implement the IMPACT Coaching Framework effectively with your clients. Each letter of IMPACT represents a powerful stage in the transformation journey. Use the provided steps and tools to guide your clients toward lasting growth and leadership impact.

1. Inspire Awareness

Begin with a 360° Awareness Audit.

Use reflective questioning, journaling prompts, and life-mapping tools.

Help clients identify their leadership story, blind spots, and inner narrative.

🌀 Tools: Johari Window, Identity Mapping Worksheet, Weekly Self-Awareness Tracker.

2. Mindset Shift

Challenge fixed beliefs using Reframing Dialogues.

Explore limiting beliefs through Socratic questioning.

Introduce practices like visualization and mental contrasting.

🌀 Tools: 'From Barrier to Breakthrough' Worksheet, Thought Record Journal, WOOP Framework.

3. Purpose-Driven Goals

Facilitate a North Star Alignment Session.

Clarify vision, core values, and long-term aspirations.

Translate into 90-day SMART goals with emotional anchoring.

🌀 Tools: Values Card Sort, IKIGAI Model, Purpose Pyramid Canvas.

4. Action & Execution

Co-design a Momentum Plan.

Break goals into weekly sprints with check-ins.

Use habit-stacking and accountability rituals.

🌀 Tools: Weekly Momentum Tracker, Habit Design Sheet, GROW Model.

5. Collaborative Growth

Cultivate Relational Intelligence.

Role-play team dynamics, feedback, and conflict resolution.

Build leadership presence through active listening drills.

🌀 Tools: Stakeholder Impact Map, Influence & Trust Matrix, Feedback Circles Blueprint.

6. Transform & Thrive

End with a Legacy Coaching Ritual.

Reflect on identity transformation and define their new leadership identity.

Design a legacy statement and ripple impact map.

🌀 Tools: Legacy Letter, Impact Milestones Board, Vision Casting Template.

Integration Tip for Coaches

Anchor each session to one letter of IMPACT to maintain clarity and structure.

Example:

- Week 1 – Inspire Awareness
- Week 2 – Mindset Shift
- Week 3 – Purpose
- Week 4 – Action
- Week 5 – Collaborative Growth
- Week 6 – Transform & Thrive