

## The Wheel of Work

The Wheel of Work, like the 'Life-Wheel' concerns areas of work-life that are key motivators and de-motivators. One the great benefits of using this wheel for both new staff and at 1-2-1 annual performance reviews is that both coach/manager and coachee are now looking at a graphic rather than at one another. This helps take away any discomfort that a manager may have about asking personal questions. If a manager has had a particular member of staff for some years and a certain pattern of relating has become established, the wheel can help open up new areas of understanding. Ideally ask the coachee to decide where to start on the wheel. Ask them to score their contentment-level, zero-thru- ten, for each segment and also what their aspiration is, in each segment. The gap between the two scores and suggest where the coachee may want to go next in the following discussion.

My Contentment Level with...

