

COACH FOR THRIVING

A Be Well Lead Well Pulse[®] Certification



FOUNDATIONAL PRINCIPLES

We become
our habits.

We can
evolve.

Wellbeing is
an innate
capacity.

Wellbeing
inspires
well-doing.

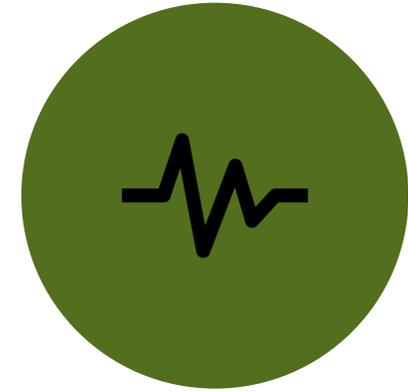
WHAT YOU CAN EXPECT



1. GAIN INSIGHTS INTO THE SCIENCE OF THRIVING AND ITS LINKS TO LEADERSHIP



2. APPLY BE WELL LEAD WELL PULSE® FOR 1:1 LEADER DEVELOPMENT



3. DEEPEN YOUR THRIVING JOURNEY WITH HEALTHIER WAYS OF LEADING

**GREATER ABILITY TO MAKE
THRIVING A LEADERSHIP ASSET**

KSA's OF A CERTIFIED GUIDE



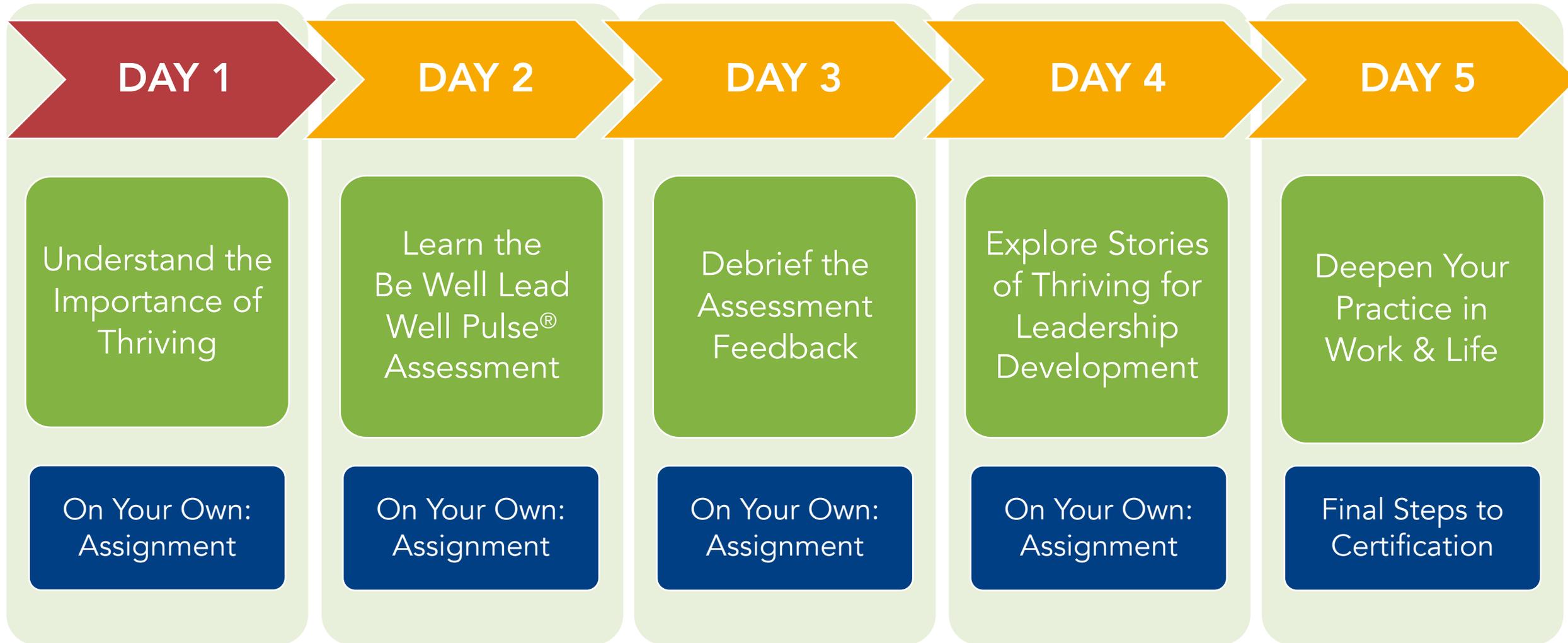
SELF-ASSESSMENT

INSTRUCTIONS: Using the 1–5 scale provided below, circle the number that reflects your current knowledge, skills, and abilities to use the Be Well Lead Well Pulse® assessment system.

1 2 3 4 5
Novice Advanced Beginner Competent Proficient Expert

KNOWLEDGE	SELF-ASSESSMENT #1	SELF-ASSESSMENT #2
A holistic definition of thriving.	1 2 3 4 5	1 2 3 4 5
Why thriving is a priority in leadership and organizations today.	1 2 3 4 5	1 2 3 4 5
The link between thriving and leadership.	1 2 3 4 5	1 2 3 4 5
6 dimensions & 19 psychometrics of the Be Well Lead Well Pulse® assessment	1 2 3 4 5	1 2 3 4 5
The contents of the Be Well Lead Well Pulse® assessment	1 2 3 4 5	1 2 3 4 5
The contents of the Be Well Lead Well Pulse® Interpretation Manual	1 2 3 4 5	1 2 3 4 5
When to use Be Well Lead Well Pulse®	1 2 3 4 5	1 2 3 4 5
Ways to share Be Well Lead Well Pulse®	1 2 3 4 5	1 2 3 4 5

PROGRAM JOURNEY



THRIVING & LEADERSHIP: WHY THRIVING, WHY NOW?



THRIVING LEADER INSIGHTS

How are current events affecting leaders' ability to thrive?

Why does thriving matter to organizations & leadership?

What enables or limits thriving?

How do leaders connect personal thriving with how they lead?



No one ever
knows what is
going to
happen next.

PEMA CHÖDRÖN

WELLBEING INDEXES

Australian Unity Wellbeing Index

Bloomberg Healthiest Countries Index

Canadian Index of Wellbeing

Gallup Global Emotions

Genuine Progress Indicator

Global Inclusiveness Index

Global Peace & Humanity Index

Global Youth Wellbeing Index

Gross National Happiness Index

Happy Planet Index

Human Flourishing Index (Harvard)

Index for Wellbeing Sustainability, Food Sustainability Index (BCFN)

Indigo Wellness Index

Legatum Prosperity Index

Migrant Wellbeing & Development, and How the World Views Migration

OECD Better Life Index

Personal Wellbeing Index of China

Social Progress Index

Sovereign Wellbeing Index of New Zealand

Standard & Poor's Ratings Services Global Financial Literacy Survey

State of the USA

Sustainable Development Goals Compass

Sustainable Economic Development Assessment

UAE Wellbeing Global Survey

UK National Wellbeing Index

UN Human Development Index

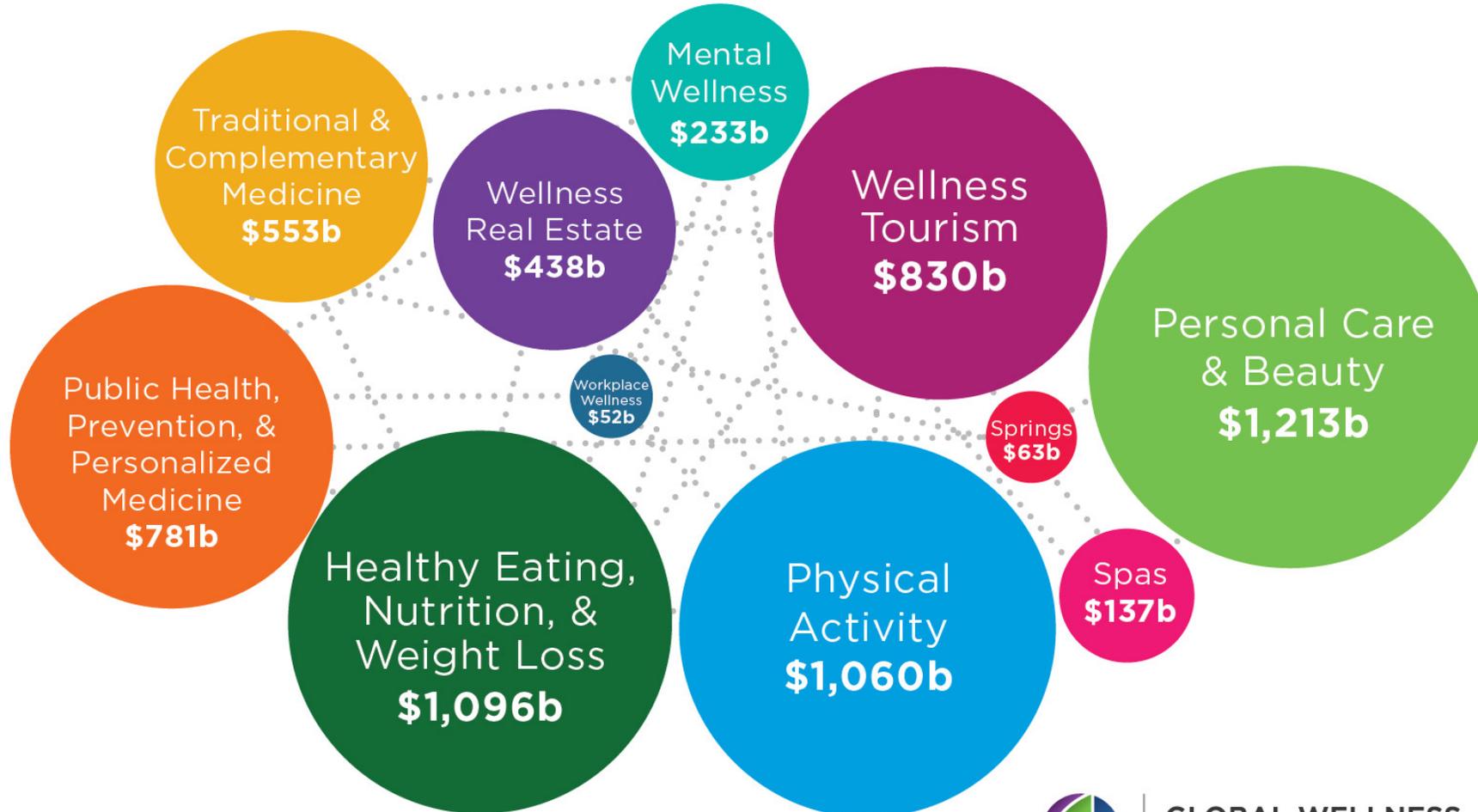
Wellbeing Index (Gallup–Sharecare)

World Happiness Rankings

World Health Organisation-Five Well-Being Index

World Stress Index

GLOBAL WELLNESS ECONOMY: \$6.3 trillion in 2023

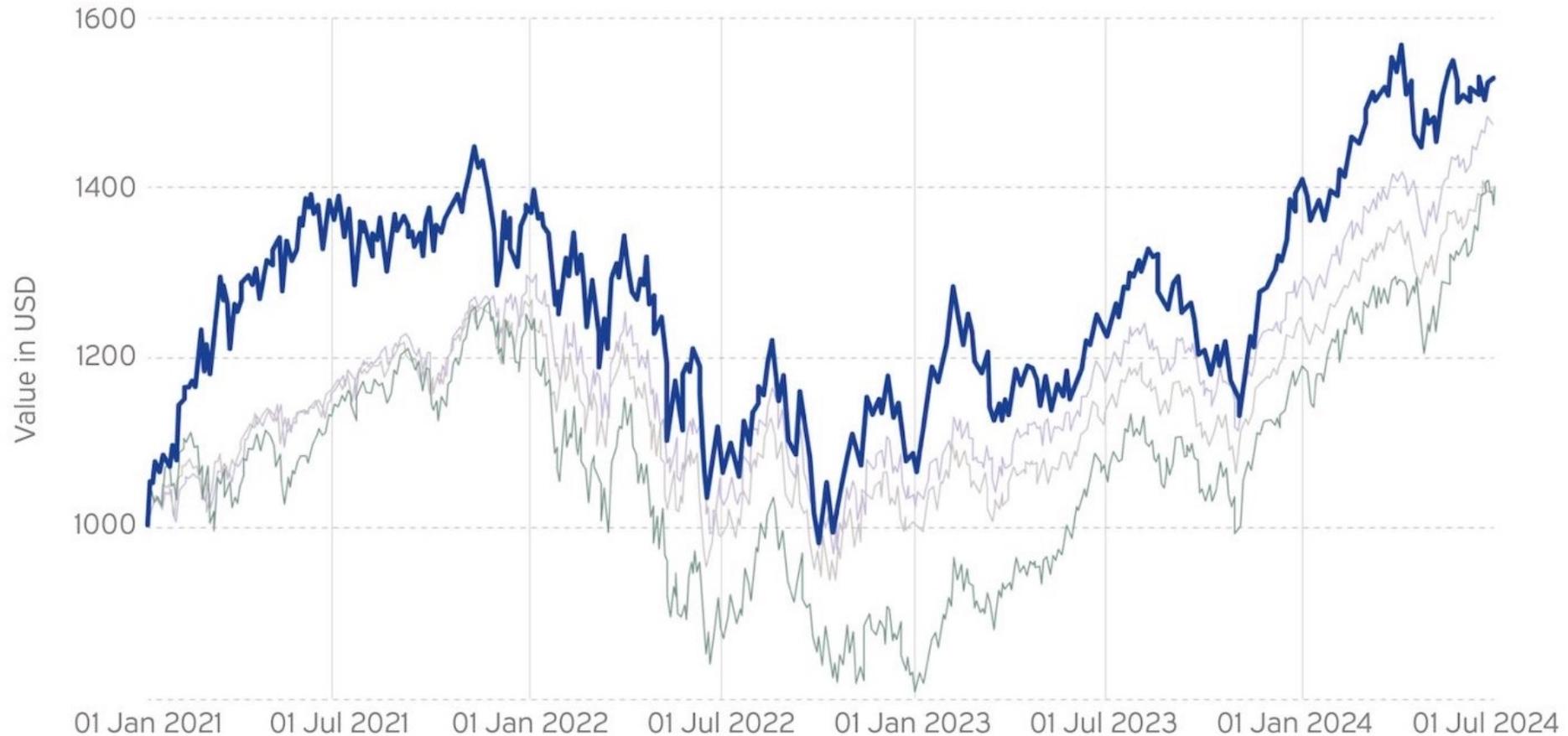


Note: Numbers do not add due to overlap in sectors.
Source: Global Wellness Institute



GLOBAL WELLNESS
INSTITUTE™

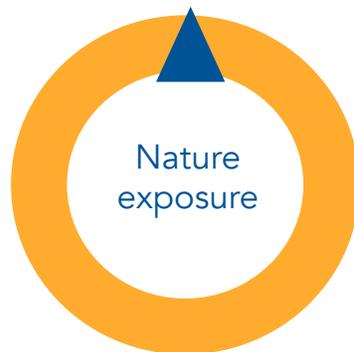
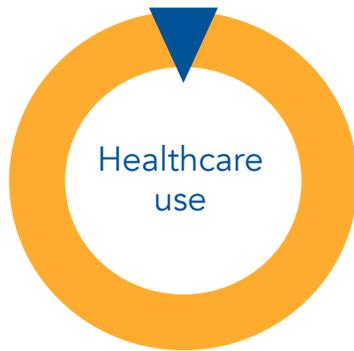
WELLBEING & PERFORMANCE



■ S&P 500 ■ Nasdaq Composite
■ Russell 3000 Index ■ Work Wellbeing 100

Source: De Neve, J-E, Kaats, M., Ward, G. (2024). University of Oxford Wellbeing Research Centre.

WELLBEING LINKS



A NEW LEADERSHIP AGENDA



PAST

Health = "not sick"
Wellbeing as afterthought
Perform to your expertise
High stress as badge of honor



FUTURE

Effectiveness via wellbeing
Thriving as imperative
Be adaptive and learn to succeed
Thriving as a new standard

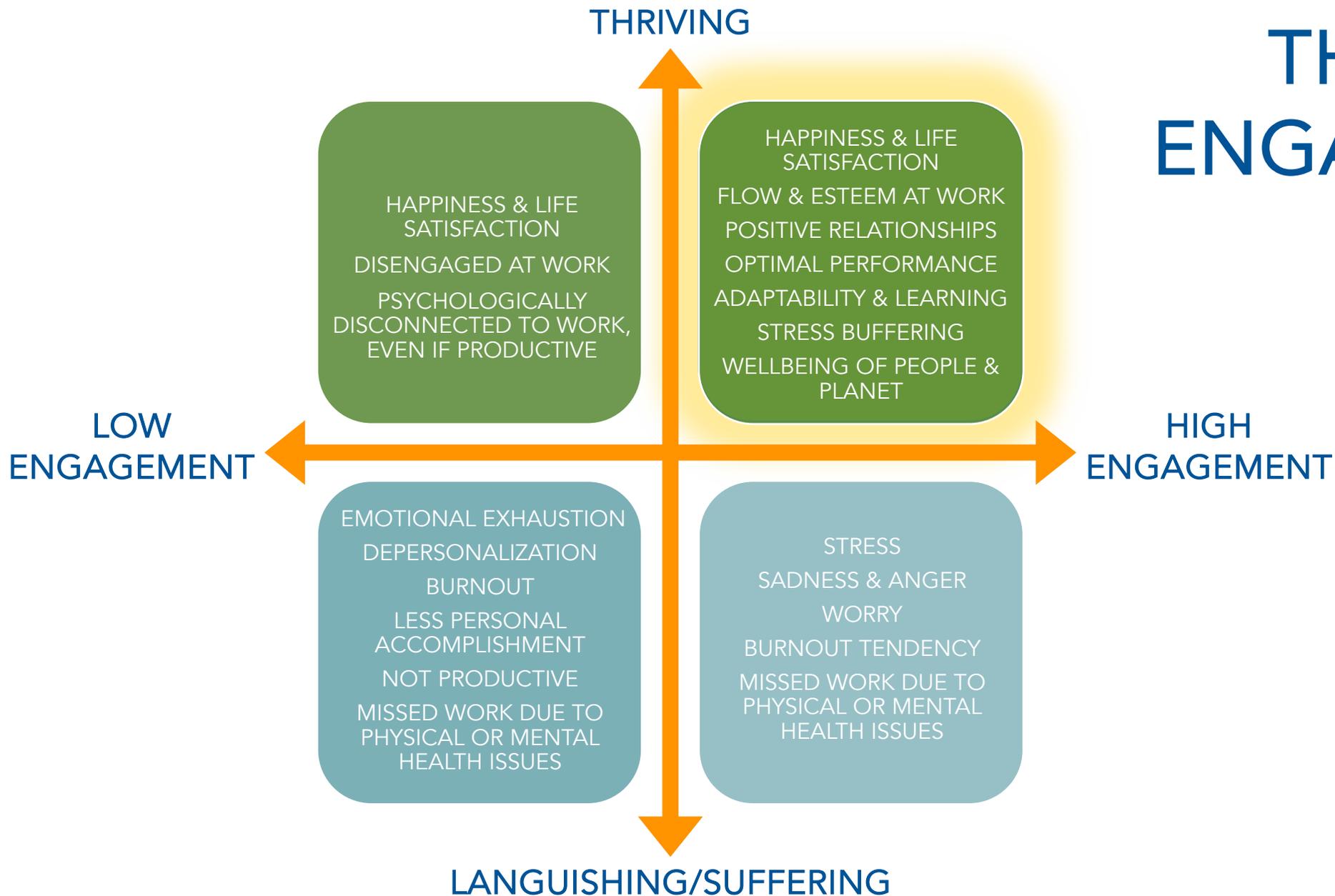
THRIVING

Internally well-resourced to meet our demands in life & work with vitality, competence, and growth

THRIVING

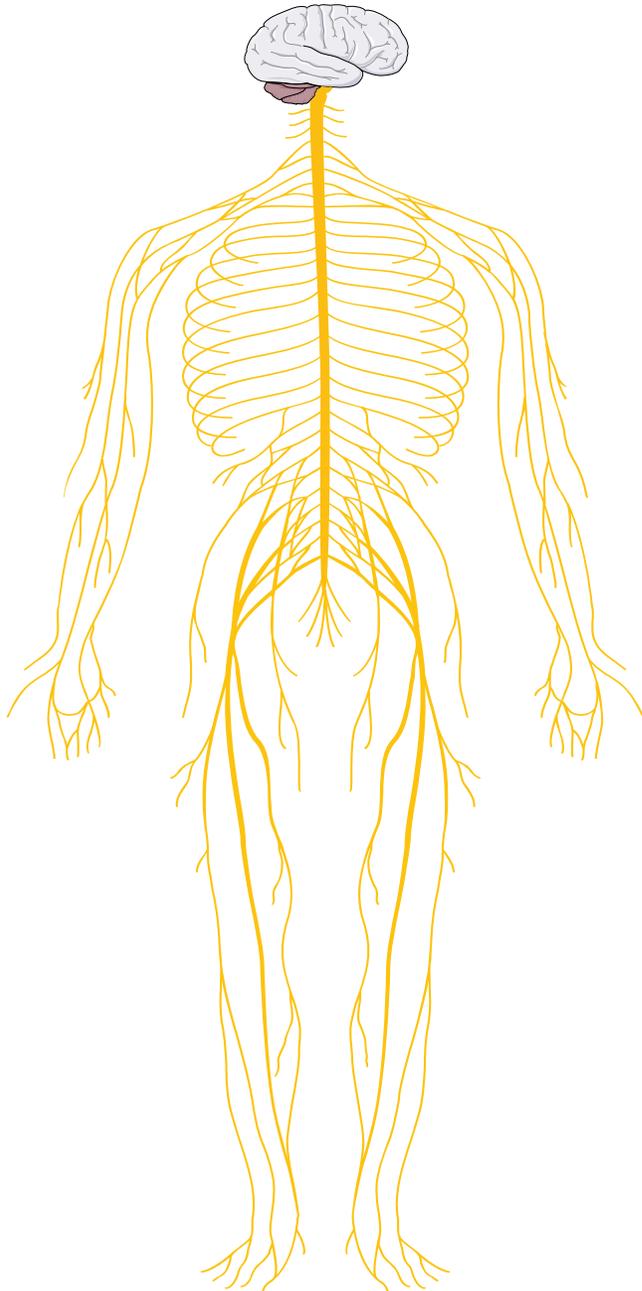
INNATE | PRACTICAL | DYNAMIC | RENEWABLE

THRIVING + ENGAGEMENT MATRIX™



THE PHYSIOLOGY OF STRESS & ITS EFFECTS ON LEADING





PRINCIPLES OF THE AUTONOMIC NERVOUS SYSTEM

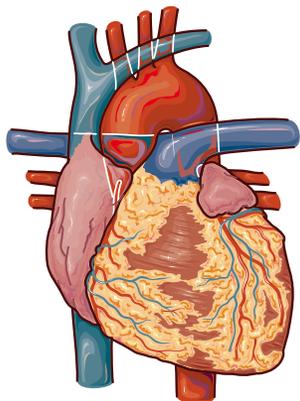
- 1) Neuroception
- 2) Interoception
- 3) Self-regulation
- 4) Co-regulation



*Co-regulation is a
biological imperative.*

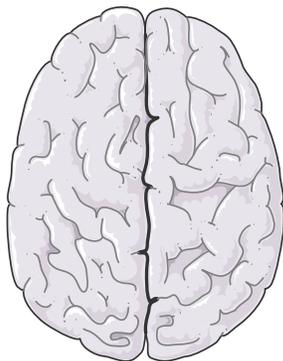
—Deb Dana, LCSW

CHRONIC WELLBEING 😊



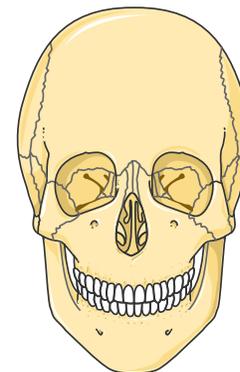
CARDIOVASCULAR

- Heart health ▲
- Heart disease ▼
- HRV ▲



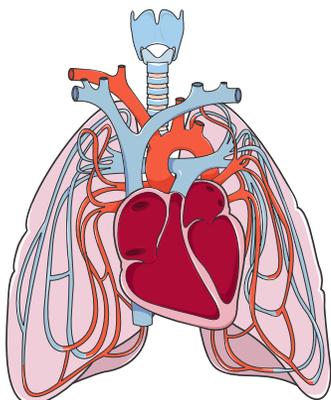
BRAIN

- Attention ▲
- Learning ▲
- Memory ▲
- Perceptual field ▲



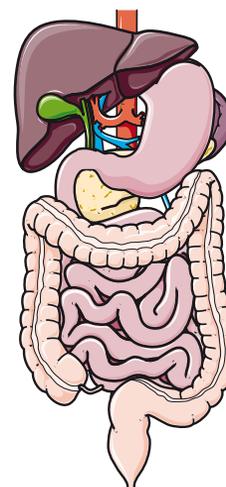
HEAD, EYE, BONE

- Vision ▲
- Migraines / headaches ▼
- Bone density ▲



IMMUNE SYSTEM & GENES

- Healthy cortisol ▲
- Anti-inflammatory response ▲
- Telomere length ▲



DIGESTIVE SYSTEM

- Intestinal issues ▼
- Healthy metabolism ▲
- Microbiome health ▲

CONNECT



distrust
take control
stick with familiar

DISCONNECT

CONNECT

trust

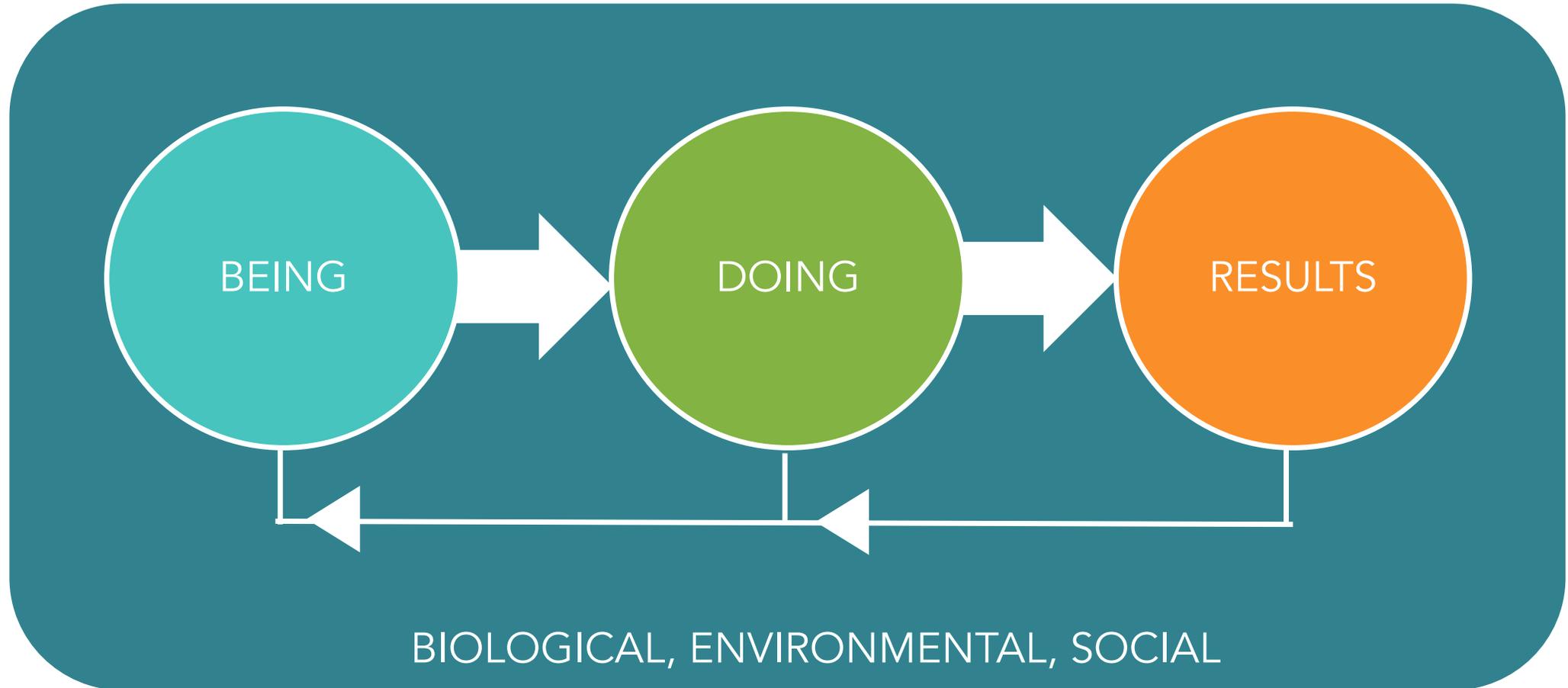
partner with others

take risks & adapt

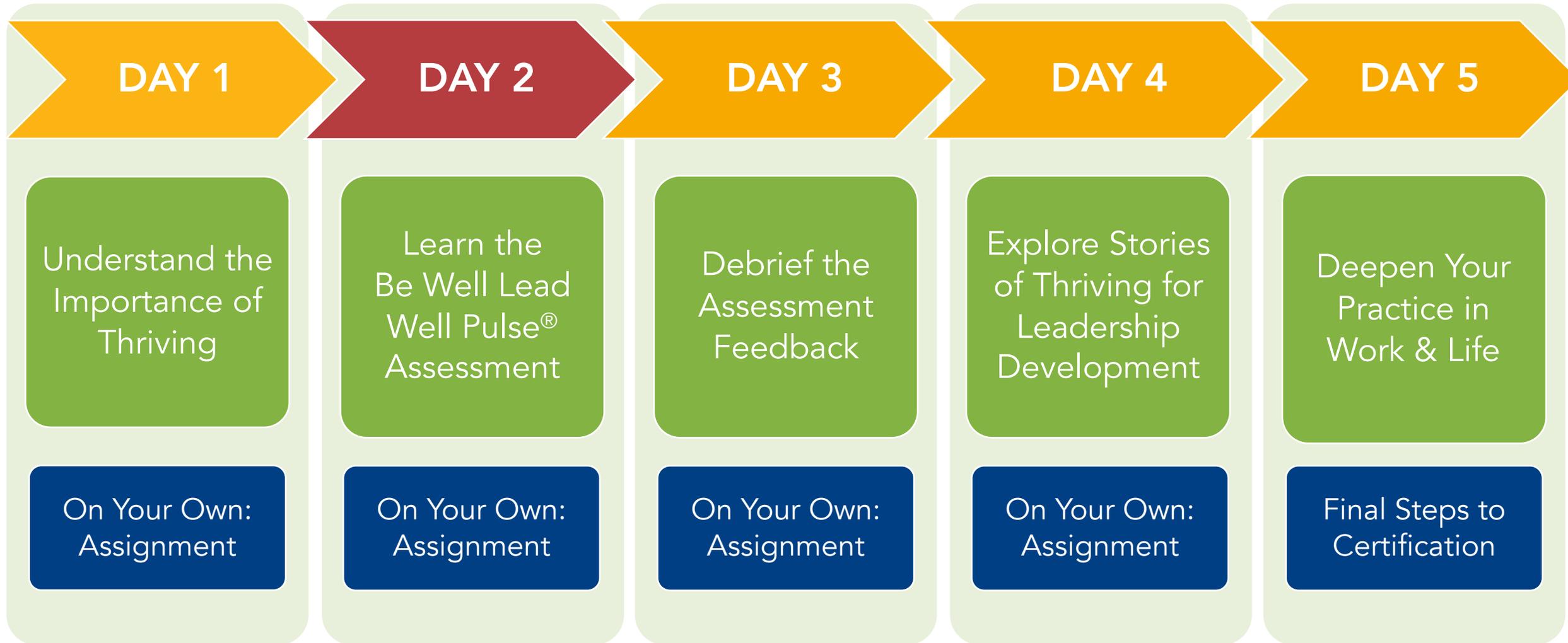


DISCONNECT

PULLING IT ALL TOGETHER

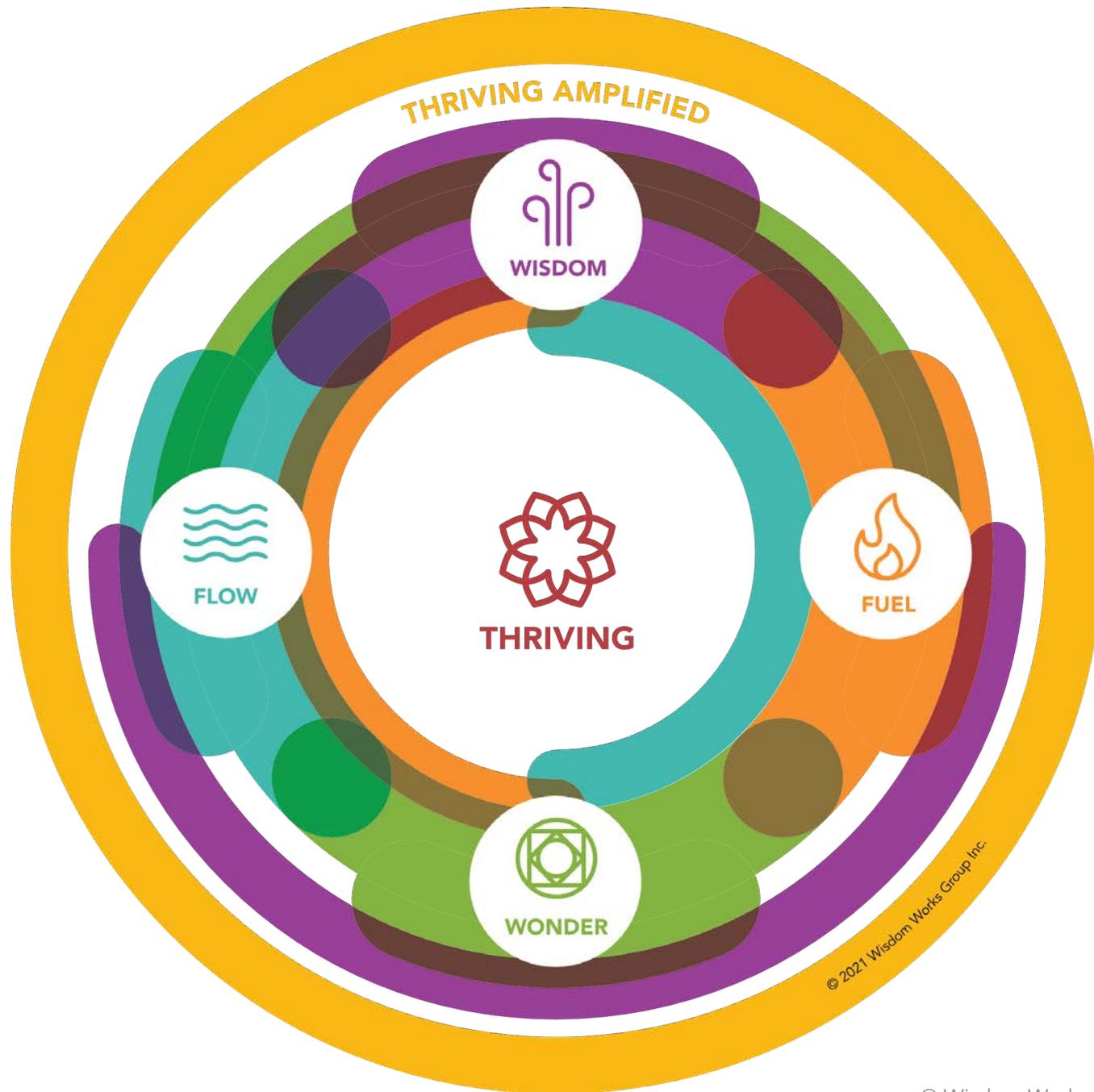


PROGRAM JOURNEY



BE WELL LEAD WELL PULSE® FEEDBACK REPORT





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WHAT'S HAPPENING IN YOUR LIFE & WORK TODAY?

Your Organization

The degree of organizational change that affected your area in the past year



The opportunity for independence and personal initiative in your job

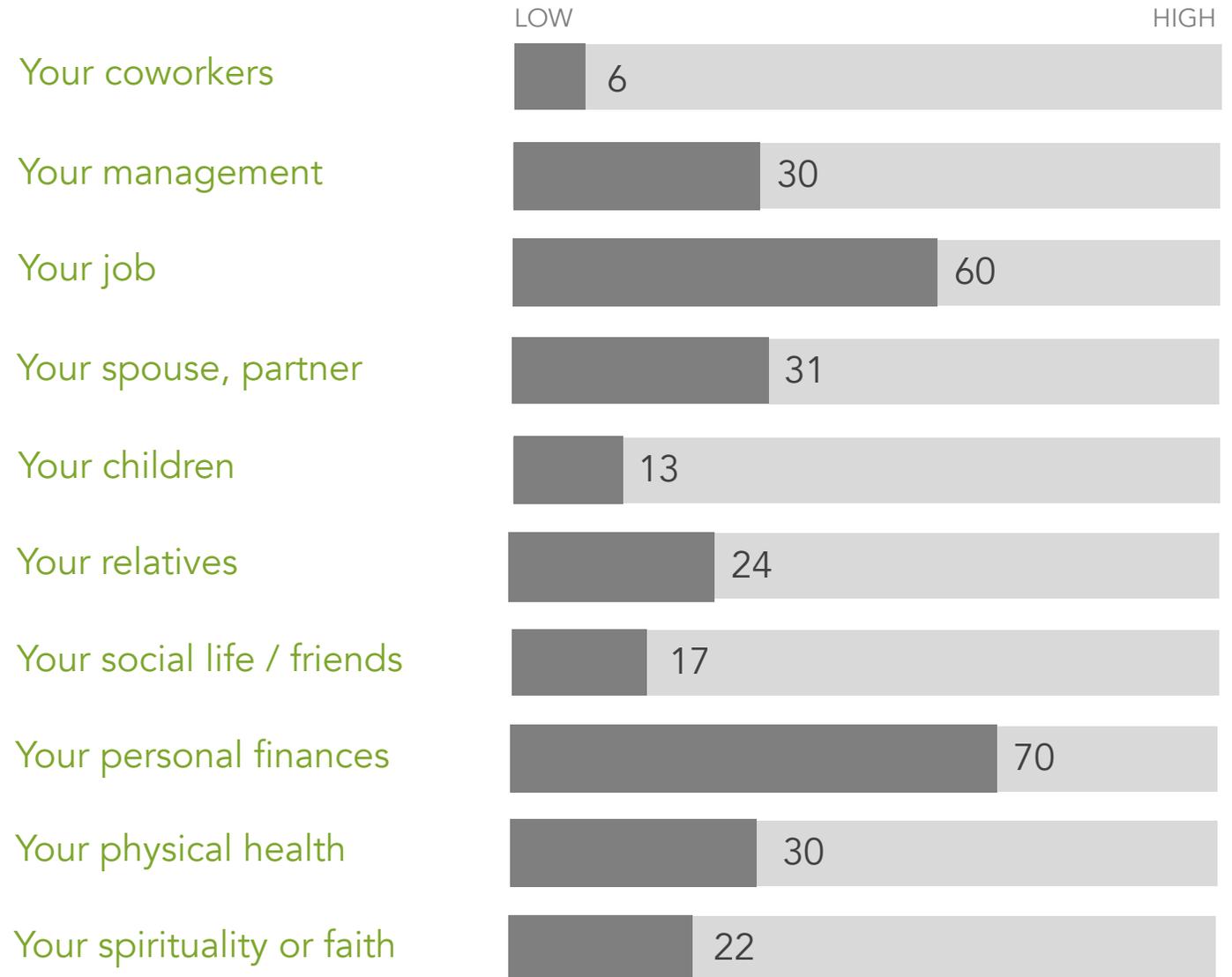


Your organization's culture, ways of communicating, and management styles



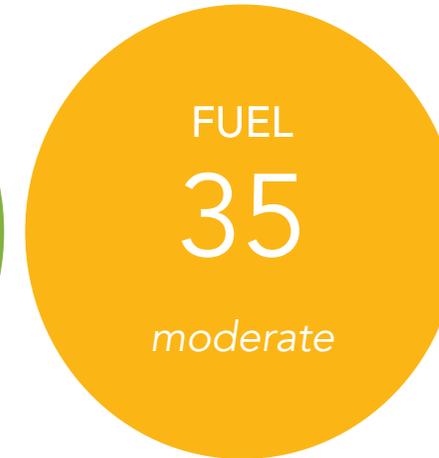
WHAT'S HAPPENING IN YOUR LIFE & WORK TODAY?

Stress in Your Life & Work

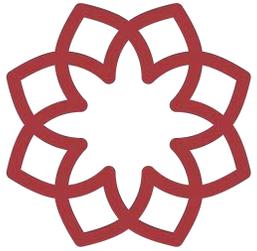


DASHBOARD

6 DIMENSIONS



SCORES IN 19 PSYCHOMETRICS



TODAY & TOMORROW

FLOURISHING

RESILIENCE

THRIVING



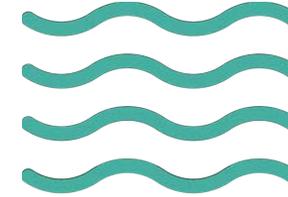
EATING AS FUEL

MOVING AS FUEL

RESTING AS FUEL

BREATHING AS FUEL

FUEL



ENGAGEMENT AT WORK

SELF-ESTEEM AT WORK

MINDFULNESS

FLOW



APPRECIATION & AWE

SEEKING NEW PERSPECTIVES

LEARNING & GROWING

WONDER

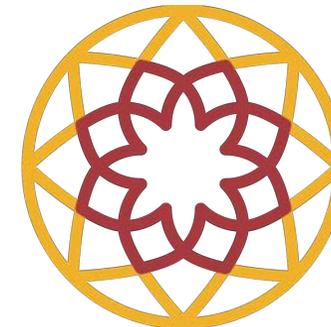


VISION & PURPOSE

WHOLENESS

EMOTIONAL CAPACITY

WISDOM

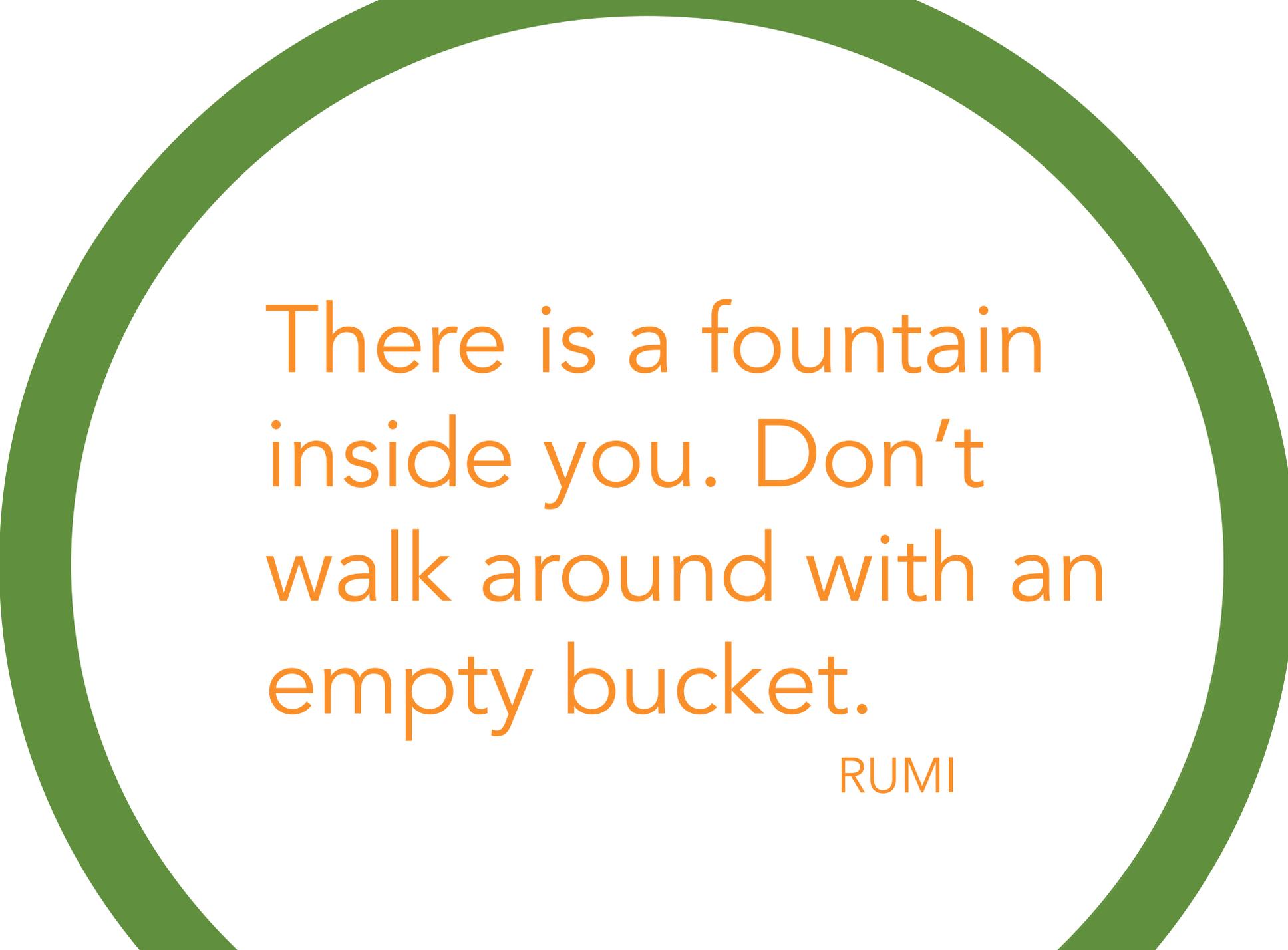


ENERGIZING OTHERS

MAXIMIZING OTHERS

CULTIVATING CARE IN OTHERS

**THRIVING
AMPLIFIED**



There is a fountain
inside you. Don't
walk around with an
empty bucket.

RUMI

MANUAL & PRACTICES TO UPLEVEL THRIVING



BREAKOUT ACTIVITY

Choose 1 area that motivates you.

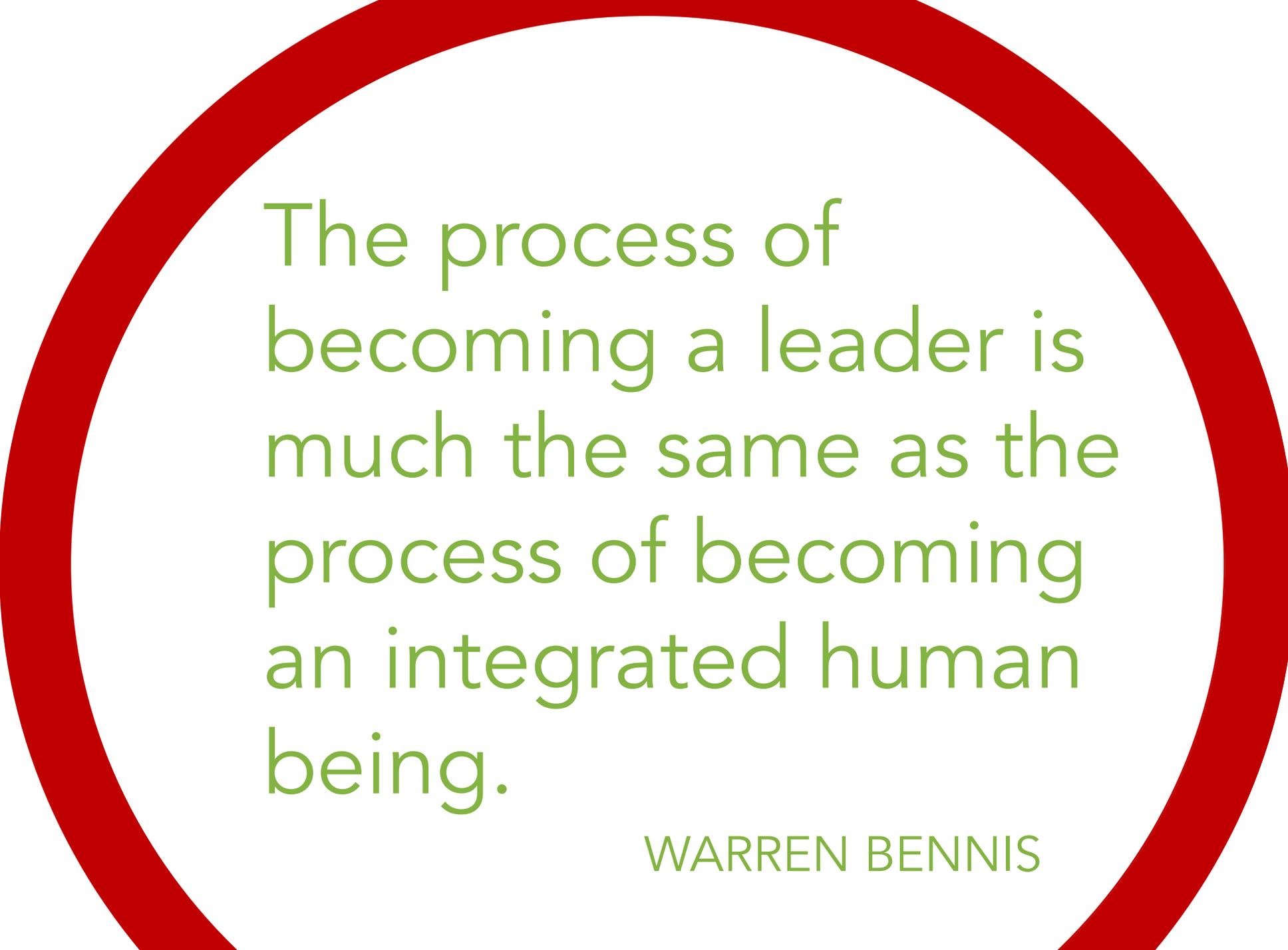
Explore that area in the “Interpret” section.

- In what way is the interpretation accurate or inaccurate for you?
- What new questions emerge?

Explore that area in the “Uplevel” section.

- Which macro and/or micro practices call to you?
- What other practices might be useful?

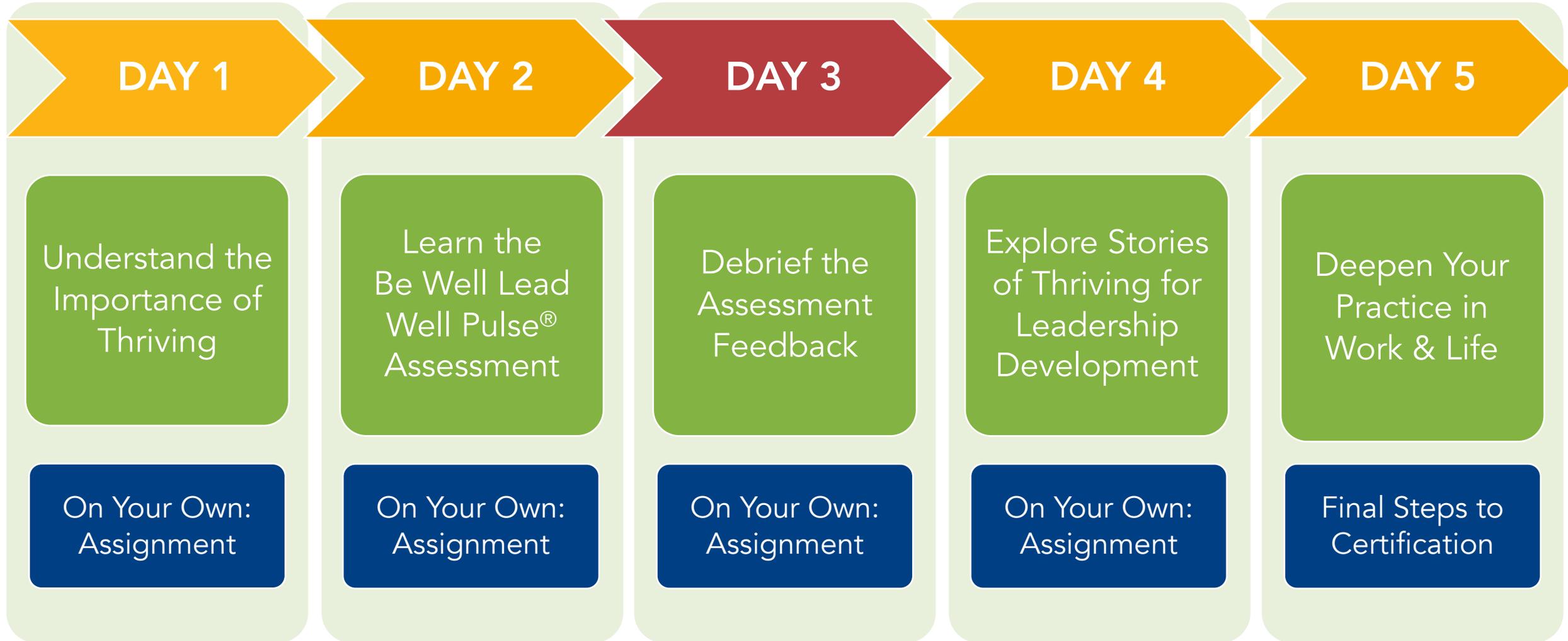




The process of becoming a leader is much the same as the process of becoming an integrated human being.

WARREN BENNIS

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INTERPRET THE FEEDBACK REPORT: 3 PRINCIPLES & 6 STEPS



3 PRINCIPLES OF THE DEBRIEF



it reflects
wellbeing in action

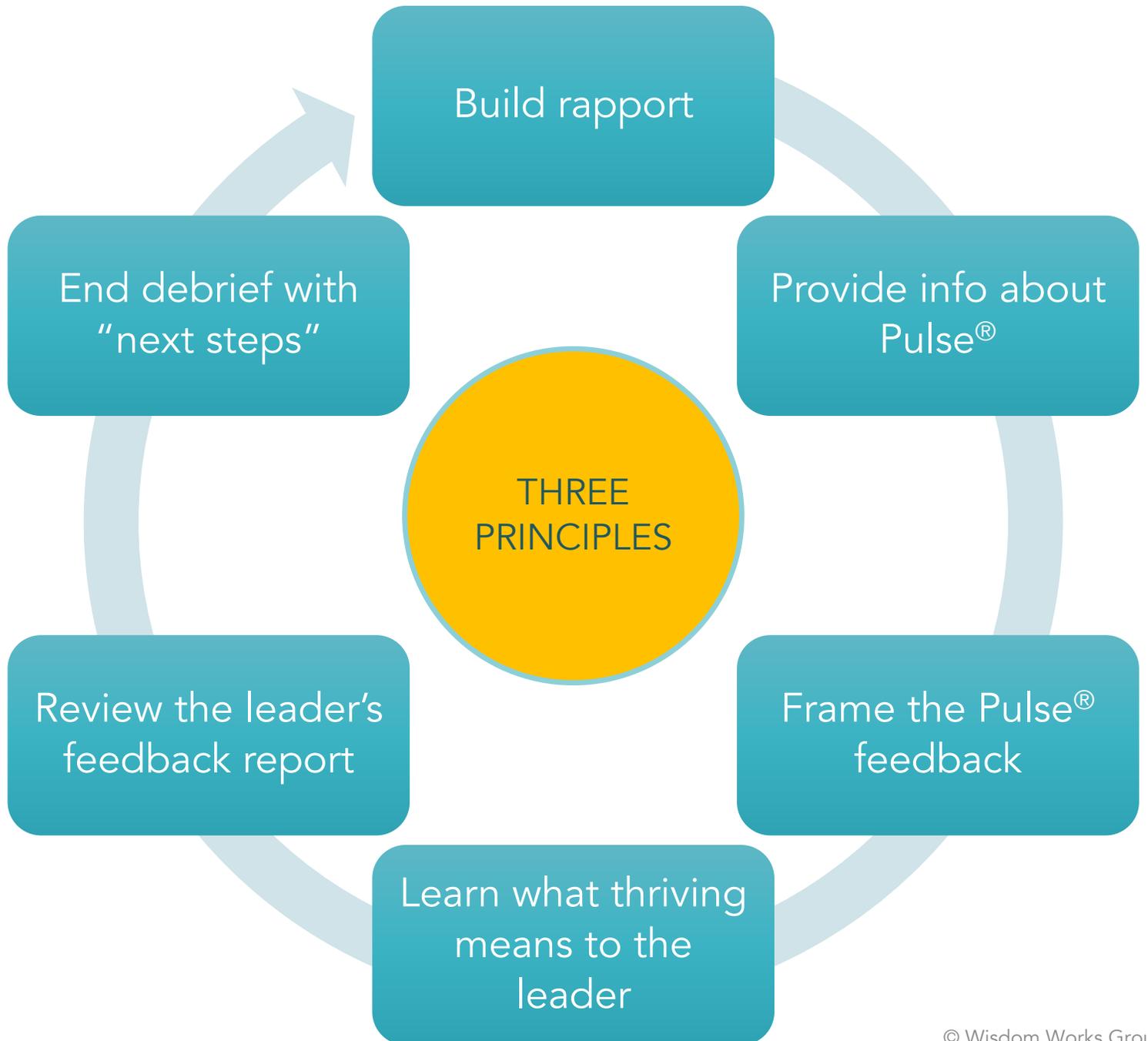


it offers space to
pause & reflect



it draws wisdom
from the leader

SIX STEPS TO THE DEBRIEF





PRACTICE 1: Follow the Methodology

Get with your partner. Choose roles:
Coach Client

Participate in debrief.

As the coach, note areas of ease and challenge you experienced.

As the client, note personal insights you gained.



PRACTICE 2: Debrief with Feedback

Choose roles.

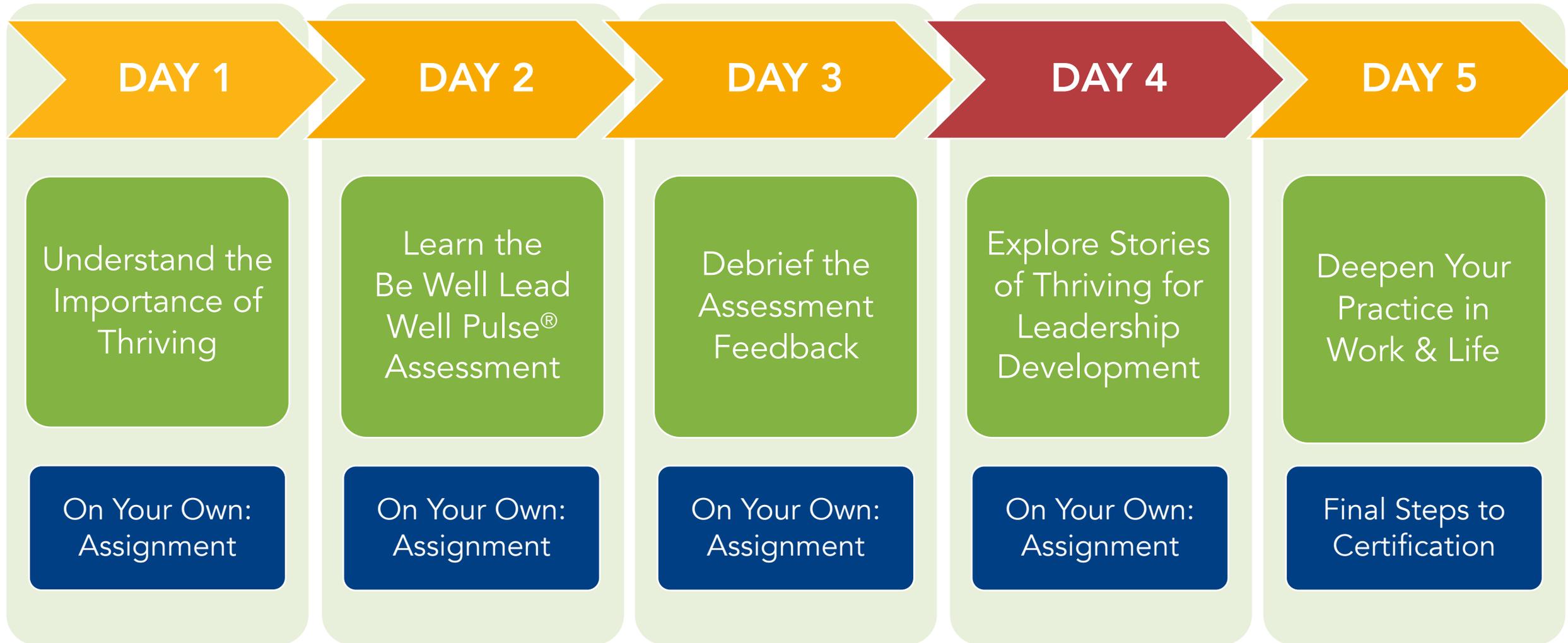
Coach Client

Coach identify what you want to work on.
Let client know. Practice.

Client provide feedback to the coach.

* Switch

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PRACTICE 3: DEBRIEF JAM

Get in small groups.

Together:

- Review your unique client profile.
- Notice what you notice.
- Design questions and potential approaches to support this client.

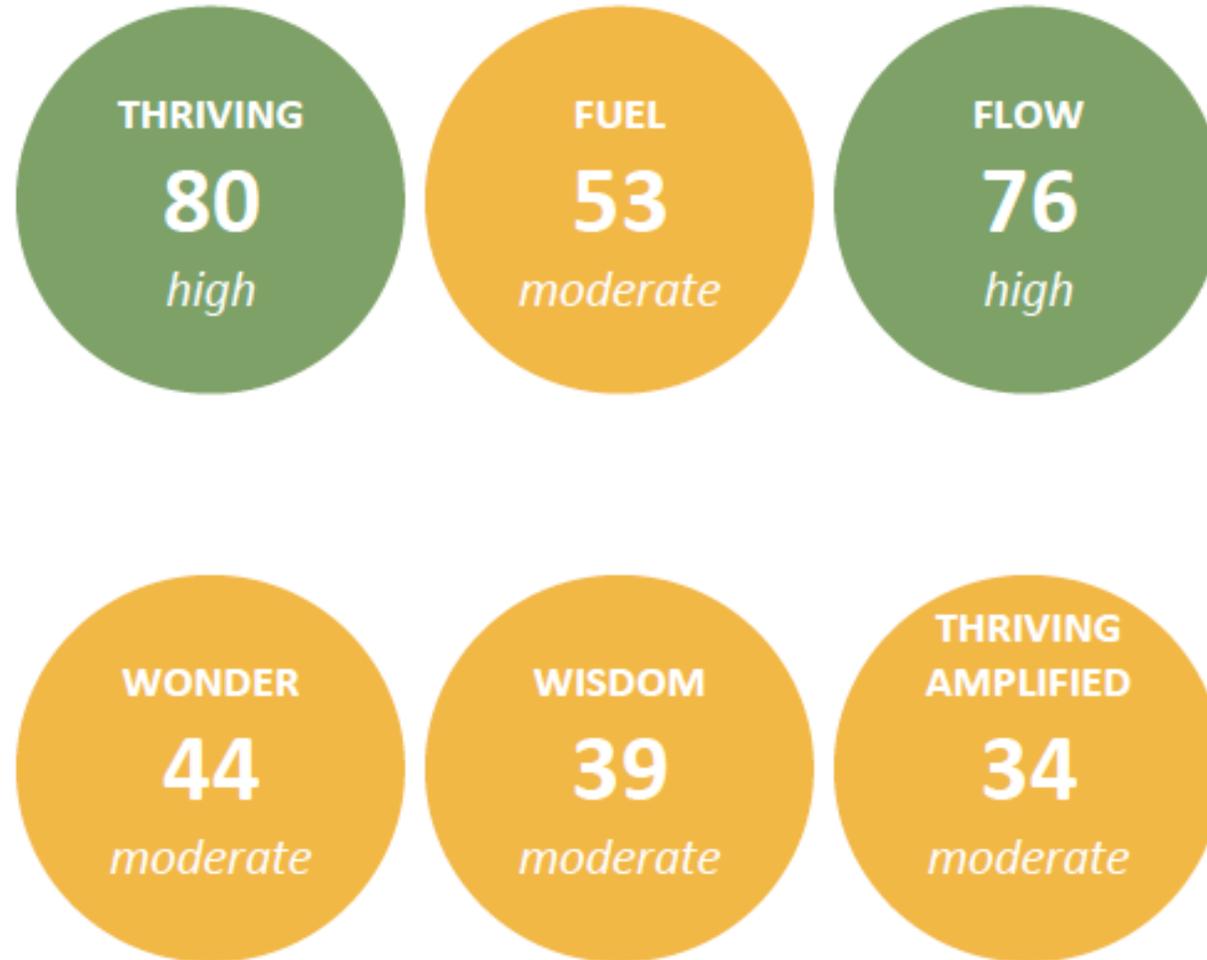
Share your group's views about this client.



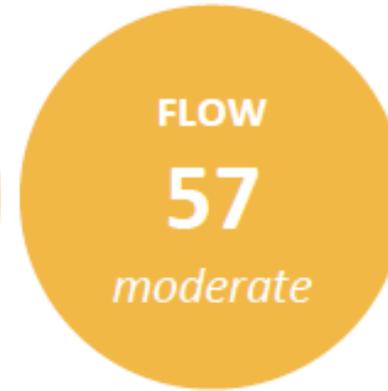
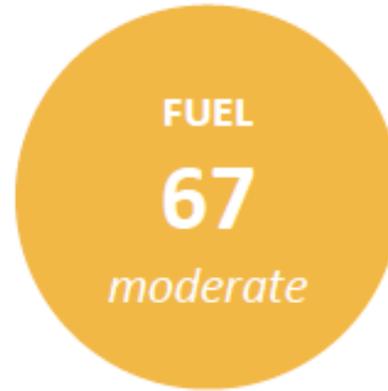
GROUP 1: COLE ROBBIE



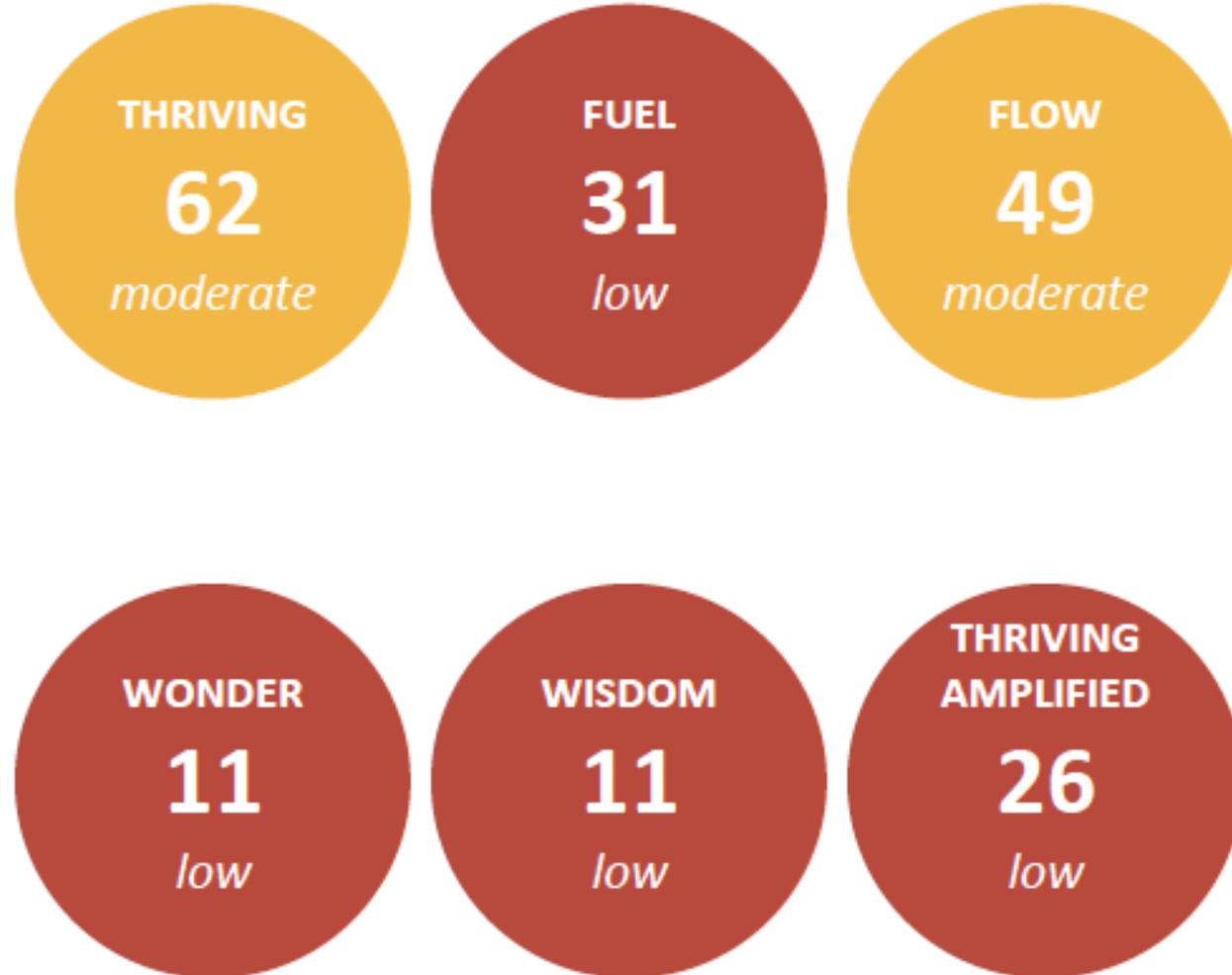
GROUP 2: SARAH TONIN



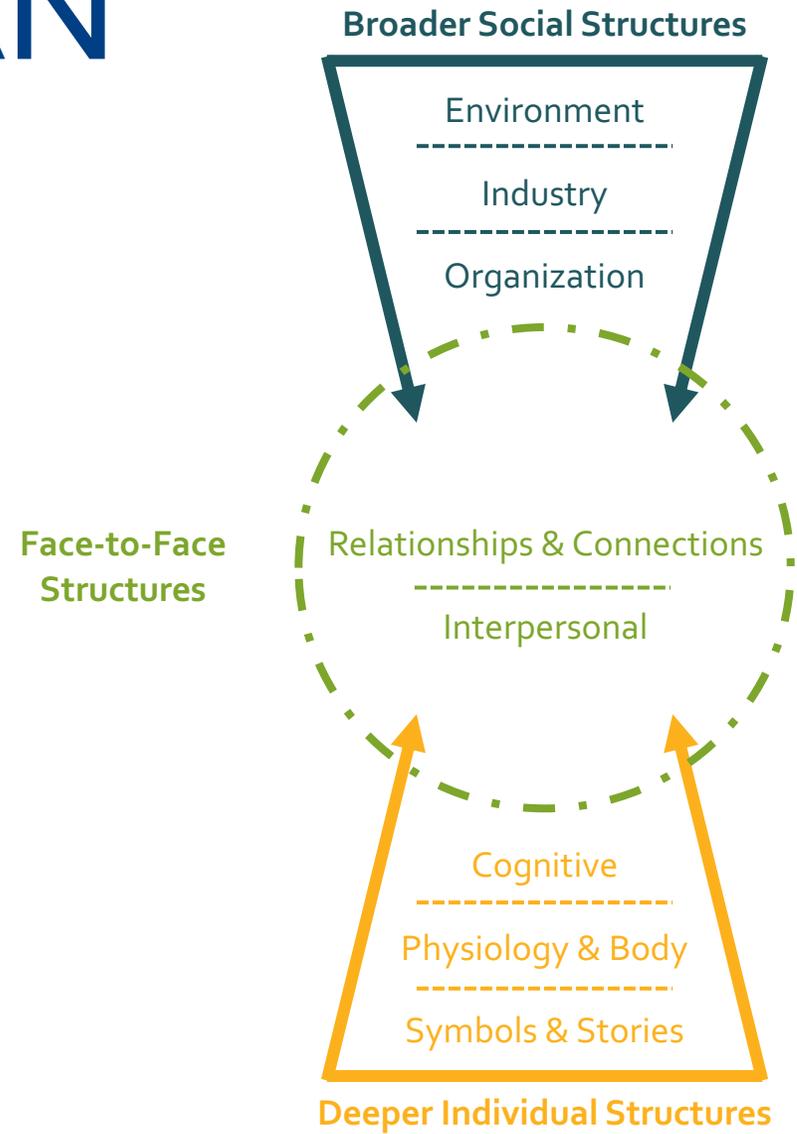
GROUP 3: LES ISMORE



GROUP 4: PETE MOSS



WHERE WE CAN GET CURIOUS

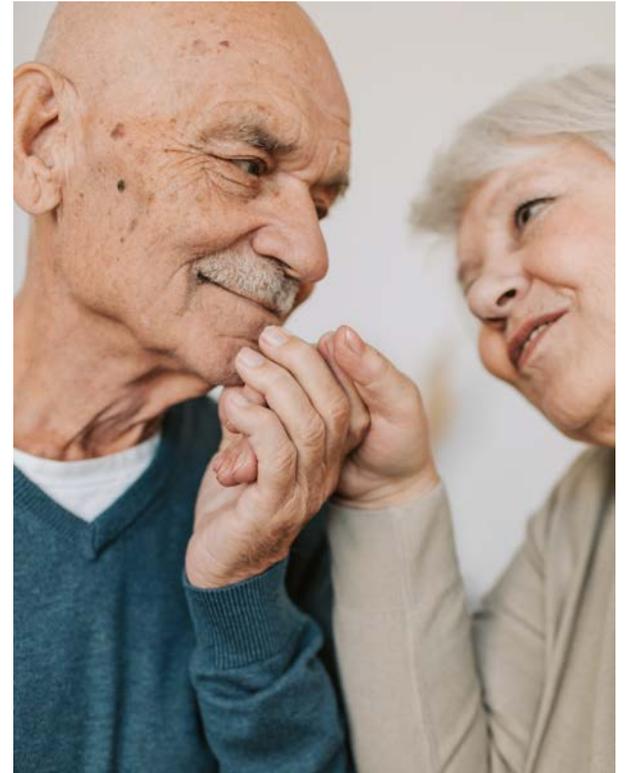


SOURCE: Innovation on Human Structural Dynamics, Integral psychologist David Kantor

PAST

PRESENT

FUTURE





PRACTICE 4:

Tap into Thriving Stories of Your Past Self

Get with your partner: Choose coach & client

Coach asks questions:

- *What is a pivotal thriving story from your past?*
- *How has this story shaped your patterns of behavior and choices in life and work?*
- *How does this story shape your experience of yourself today?*

Coach: note areas of ease & challenge.

Client: note personal insights gained.



PRACTICE 5:

Add a Chapter to Your Thriving Story for Your Future Self

Get with your partner: Choose coach & client

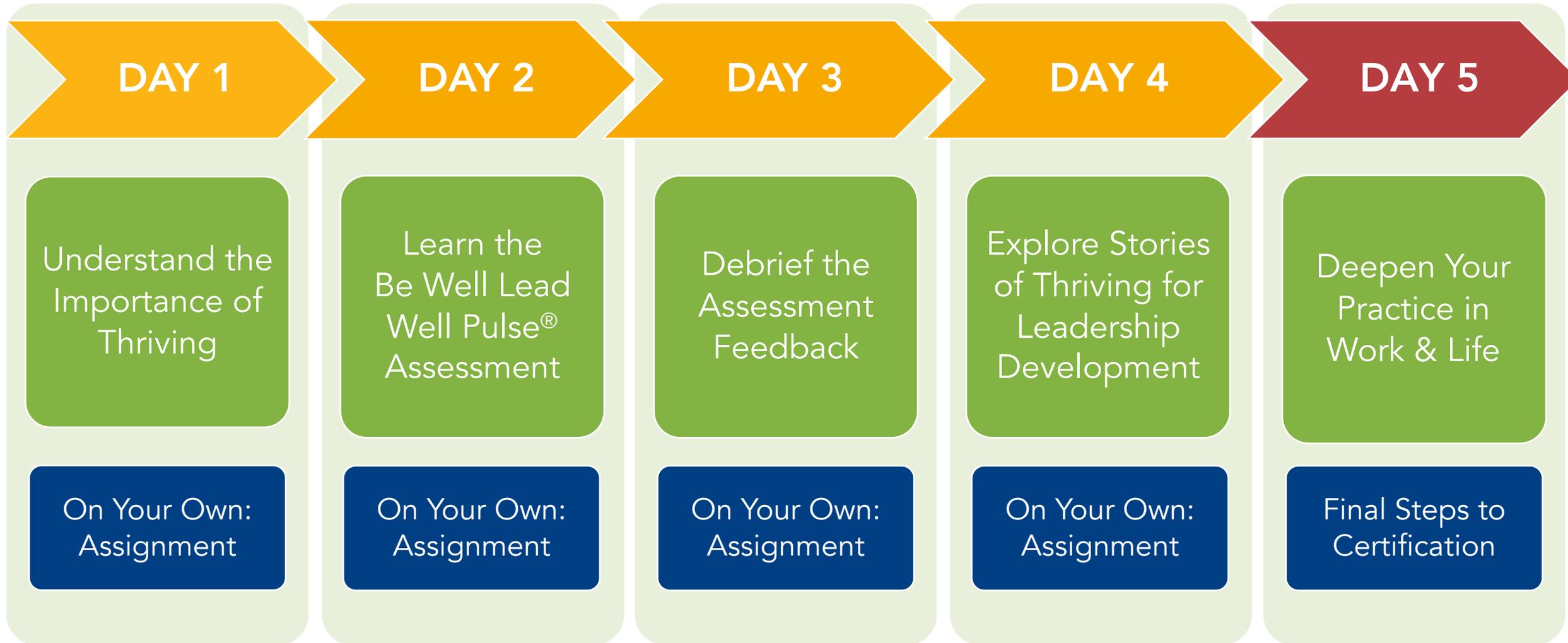
Coach asks questions:

- *What is this chapter about? What is its core theme(s)?*
- *Besides yourself as the central character, who else is involved?*
- *What events or actions do you want to happen in this chapter?*
- *If there are potential struggles in this chapter, what resources for thriving can you draw on to face these struggles with competence and wisdom?*

Coach: note areas of ease & challenge.

Client: note personal insights gained.

PROGRAM JOURNEY



IN YOUR OWN VOICE

You have 1 minute to share how thriving leadership and/or Be Well Lead Well Pulse® supports leader development in your own voice.

What would you say?



INTEGRATING PULSE® INTO YOUR 1:1 DEVELOPMENT PRACTICE



INTEGRATING PULSE®

Be Well Lead Well
Pulse® assessment
system

Inviting leaders
to use Pulse®

Pricing &
branding

Integrity
agreement

A wealth of
resources to
support you

Your journey to
thrive & why it
matters

RESOURCES TO SUPPORT YOU

- ✓ 1 free additional use of Pulse®
(expires October 31st, 2025)
- ✓ Technical paper of Pulse® research
- ✓ Secure assessment software platform
- ✓ Educational & marketing materials
- ✓ Certified Guide logo
- ✓ Quarterly dialogues



PATHWAYS FOR USING PULSE®

- 1:1 Leadership Development
- Team Development
- Executive Coaching Program
- Brand Development
- Organizational or Leadership Readiness & Transformation
- Culture Change



KSA's OF A CERTIFIED GUIDE



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A Be Well Lead Well Pulse® Certification

