

The Traffic Light Tool – Worksheet

Determine the specific goal the client is moving towards

Goal

Traffic Light Mini-Assessment

Get permission and introduce the traffic light framework and the red/green light structure.

For each of the six **Be SAFE & Certain** elements assign a green or red light according to how they experience stop/go messages from their brain.

Red or Green?

Belonging

Green = achieving the goal will create more of a sense of belonging or connection

Red = there's a potential for rejection, especially by people who are important

Status

Green = the goal leads to a position that feels good and appropriate

Red = the goal may lead to a role or position that doesn't feel quite right

Autonomy

Green = the goal creates a feeling of freedom and independence

Red = the goal would lead to restrictions or loss of independence

Fairness

Green = the goal creates a fair deal or a sense of rightness or justice

Red = there may be something unfair created with this goal, for self or others

Expectations

Green = dreams and hopes about the goal are positive and inspiring

Red = the goal creates feelings of dread or a sense that it won't work out well

Certainty

Green = the goal feels certain or creates more certainty about the future

Red = achieving or heading towards the goal may create unpredictability

Choose one element (driver) to explore:

Be SAFE & Certain element

Traffic Light Tool – part 2

The deep dive coaching conversation

Explore their internal conversations and look for a core belief.

Consider these questions:

- What is your internal conversation around this element?
- What is true about that? (there may be some facts that are true)
- What part is just a story?
- What is your belief about this?

Name the core story/belief:

Internal conversation

Find & celebrate the success strategy

Identify how this belief has kept them safe and helped them succeed (or survive).

Consider these questions:

- How has this belief served you?
- What worked about that?

Identify success strategy:

Success strategy

Celebrate!

This strategy might not work for them into the future, but it has worked, in some way, until now. Congratulate them and invite them to appreciate this belief and strategy.

Have them decide if they will set it aside or change it.

Find a new mantra

Have the client find a new mantra. One that will inspire them and help them turn that light green. Look for new language.

Reframe this story/belief:

New mantra

Check in with their body and the feelings

What is their current state and how has it changed from the beginning of this conversation?

Consider the lights again what has changed?

Traffic Light Tool – part 3

Rewire the brain

Practise, practise, practise

Create a practice to embed this new internal conversation. To “self-brainwash,” if you will. It takes time to permanently change our inner thinking patterns; it requires a lot of repetition. Find specific times when they will remind themselves of their new mantra.

Create accountability

Decide how you will hold this as a coach and agree to discuss further and keep this new mantra alive in future sessions. You will also want to watch out for the old language and old success strategy coming back.

The practice for the new mantra?

Next steps towards the goal

Now that the client has changed some of the internal language, check on how they might move forward on the goal.

Next steps towards the goal

Don't be concerned if there's no movement immediately. It may take some time to settle in.

On-going coaching

What you have done so far is still a beginning of deep personal change. It takes a while to change one's internal conversation, but the brain's “plasticity” characteristics do allow for changes such as this.

In future coaching sessions:

- be sure to check in on the new mantra practices
- stay alert for the old language and strategies coming back
- consider doing this whole exercise for some of the other lights