



Tool 16

Exploring Vision and Purpose

Providing the mentee with an opportunity to clearly articulate and create a representation of their purpose and/or vision allows them to access their creativity and to deepen their determination and resolve, key resources for change and growth.

About Vision

“Only when people begin to see from within the forces that shape their reality and to see their part in how those forces might evolve, does vision become powerful.”

—Senge, Scharmer, Jaworski, & Flowers, *Presence: An Exploration of Profound Change in People, Organizations and Society*, 2004, p. 132

About Purpose

“Purpose is a constellation not a destination. It is a pattern that helps us to find our unique path to serving others, which, ultimately, is the only way we can serve ourselves. It’s not a solution, a decision or an event. It’s not necessarily what we do for work, although work can be a vehicle for its expression. Rather, purpose is the current of a river hidden underneath the ice. It defines the energy with which we can commit to something, but not the outcome.”

—Markova, *I Will Not Die an Unlived Life: Reclaiming Purpose and Passion*, 2000, p. 140

Create a Vision/Purpose Board, Collage, or Drawing

Share the above quotations about vision and purpose with the mentee. Invite the mentee to create a vision/purpose board, collage, or drawing, using images, words, colours, card decks, illustrations, objects, and metaphors. Note that it’s important for the mentee to choose the modalities that resonate the most with them.

To simplify this process, the mentor-coach can bring a variety of decks of cards (e.g., images, photographs, sayings) to the session, so that the mentee can choose in the moment.

Alternatively, the mentee can select a piece of music that captures or represents their vision and/or purpose.



Questions to Explore the Vision/Purpose Board

Ask the following questions to help facilitate an exploration of the board (collage, drawing, piece of music) the mentee has created (chosen) and their emerging vision or purpose.

- Describe the board (collage, drawing) you have created.
- What do the colours mean to you? the shapes? the layout?
- What was it like to create this? What did you experience during the process?
- What stands out for you, as you describe what you have created (chosen)?
- What feelings or emotions get stirred up as you describe this? Where in your body do you feel them?
- How do the pieces of the board (collage, drawing) relate to each other?
- How do they relate to your emerging vision (purpose)?
- Stepping back, what stands out for you in the board (collage, drawing, music)? What do you see?
- What else?
- What's taking shape?
- What's clearer now with regard to your vision (purpose)? What else?
- What possibilities are you reaching for, as you step into your vision (purpose)?
- What sits underneath your vision (purpose)? What lies at the heart?
- What brings you to this vision (purpose)?
- What are you hoping for?
- If we met three months from now, what would you like to be saying?
- What are the stories that you want to be living into?
- As a leader (teacher, person), what are you creating?
- Where are you now, as you carry your vision (purpose) forward?
- Seeing your purpose as a "constellation," a place of convergence, where your values, gifts, passions, vision, talents, and strengths come together, what stands at the centre?
- What's this going to require from you? What support do you want?
- What sits out beyond your vision (purpose)? What else might be made possible?