



TIPU AKE

THE THREE STEP DEVELOPMENT MODEL

This development model is a three step process for each individual to learn about and balance themselves professionally and personally.

The process:

1. "The Wheel" Recalibration
2. The Bridging Session
3. Monthly Maintenance Model

The model takes you through the process of priority identification, envision and create goals around improvement of each area, with an accountability tool each month keeping record of their progress. This is the three step process; **identification, goal creation, accountability.**

DO THE MAHI...



PREP MAHI

PREP MAHI

The next tasks are completed as the first step to will build a foundation for you to build off of.

The aim is to understand your why, the purpose and the outline of your kaupapa as this is something you can always come back to.



TASK TAHI

Set aside some time to identify the key priority areas within your kaupapa, you want to complete the model around, write these down.

This could look like:

1. Whānau
2. Friends
3. Music



TASK RUA

What's your ULTIMATE goal? Write down as much as you can.

If everything within your kaupapa was at a 10, what would that look like?



TASK TORU

Why? What place did this kaupapa start from, why do you want to do this? Write it ALL down.

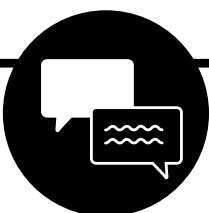
It's important to know and understand why you want to do this mahi, you'll build a lot from this.



TASK WHĀ

Identify where you're seeking assistance, write it down.

This'll be key to efficiently outsource any guidance you need.



SESSION DETAILS

A three step process made easier with your prep mahi. You can identify your priority areas, break them down one at a time and steps, short/long term steps to work on them through the Bridging Session (step 2).



STEP TAHI

WHEEL RECALIBRATION



This session has been designed to identify and breakdown your priority areas outlined in your prep mahi with the intention of strategically and efficiently closing the gap between where you are and where you'd like to head.

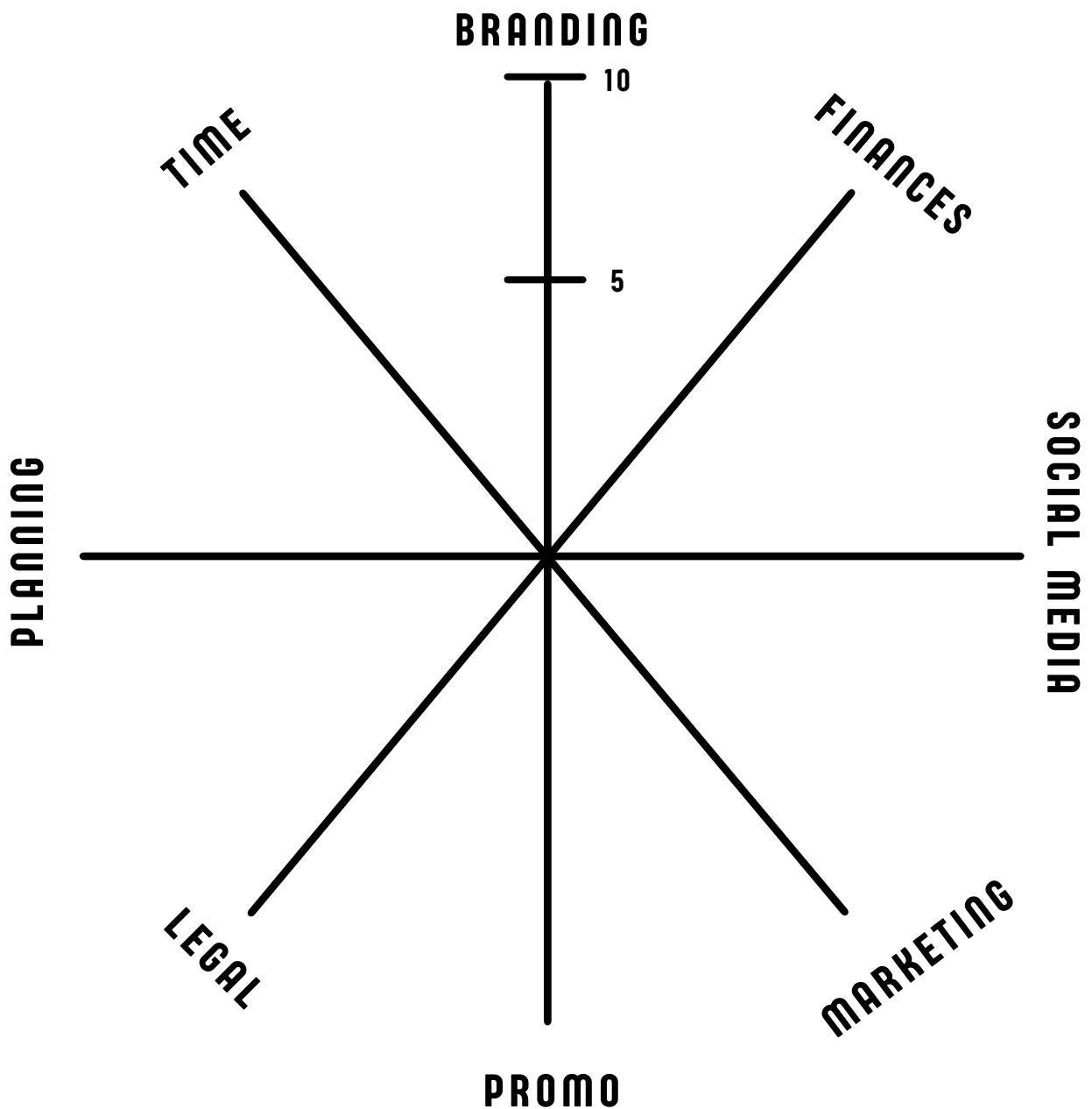
Session Steps:

1. Use the wheel as a base template (add/ignore whatever you do or don't need)
2. Use each point to represent each priority area - write a priority area at the end of each point (each area has it's own point)
3. Think about your ultimate goal within each area (understanding theres always room for growth)
4. Think about where you're currently sitting within that - this is going to help you with the next step
5. For sake of measurement and practicality - score each area of priority between 1 - 10 (1 being many steps to take, 5 being steadily stepping, 9-10 being walked a long way and happy to stroll)
6. Mark your score along each line
7. Next, connect the dots to show the balance - see wheel examples below



WHEEL EXAMPLE

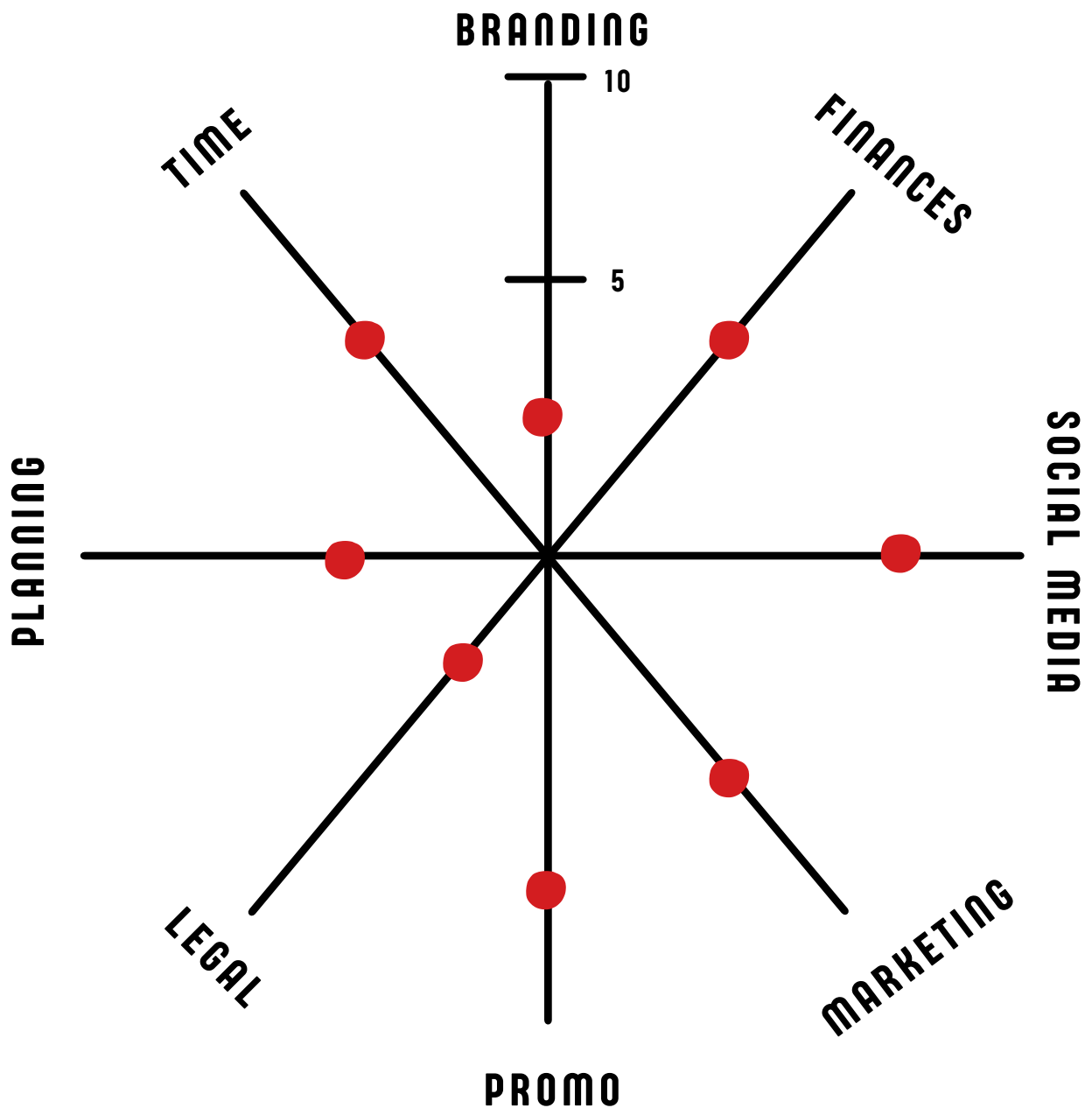
ASSIGN EACH PRIORITY AREA A
LINE



WHEEL EXAMPLE



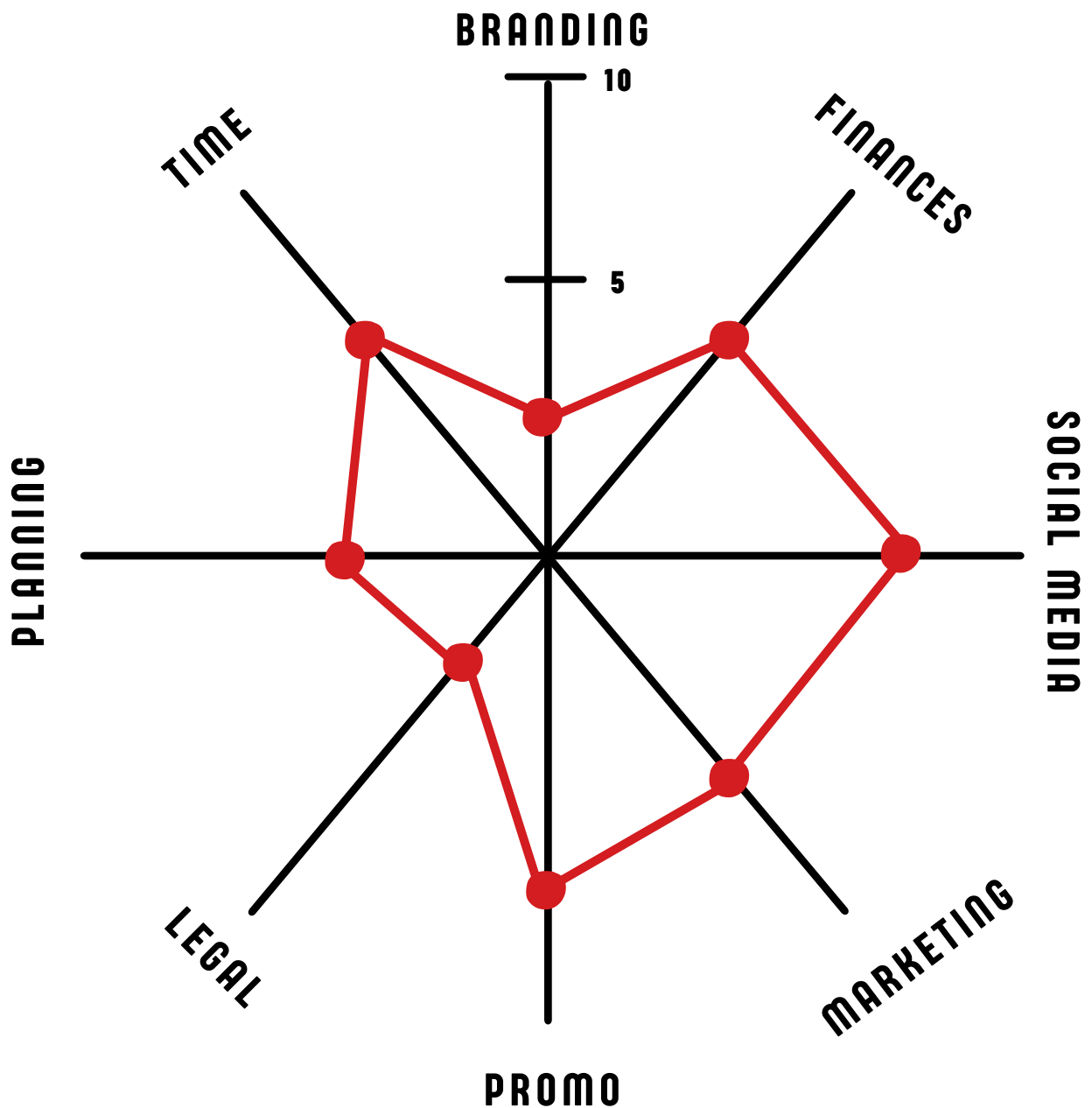
THE DOTS ARE REPRESENTATIVE
OF SCORE (1-10)



WHEEL EXAMPLE



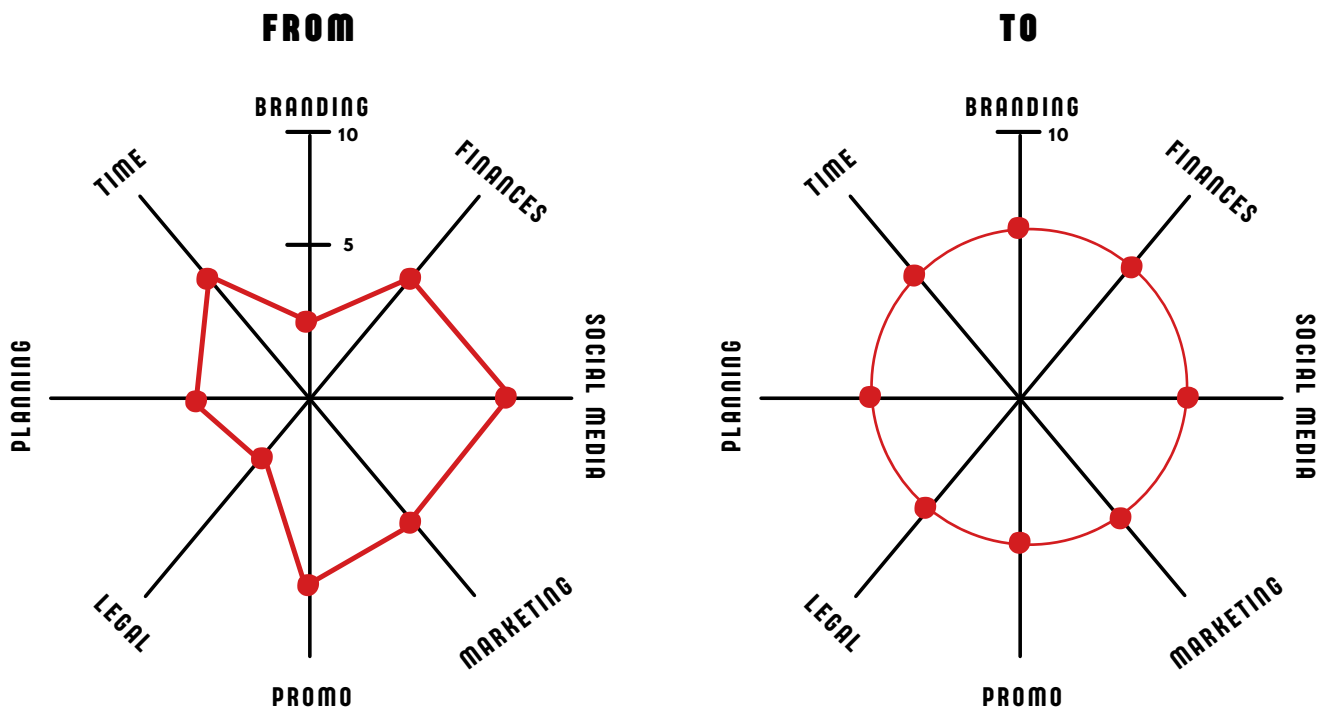
CONNECT EACH DOT TO SHOW THE
KAUPAPA WHEEL BALANCE



WHEEL EXAMPLE



YOUR WHEEL ALIGNMENT



We use the wheel model metaphorically; similar to a car, if the wheel is unbalanced, you can't drive straight.

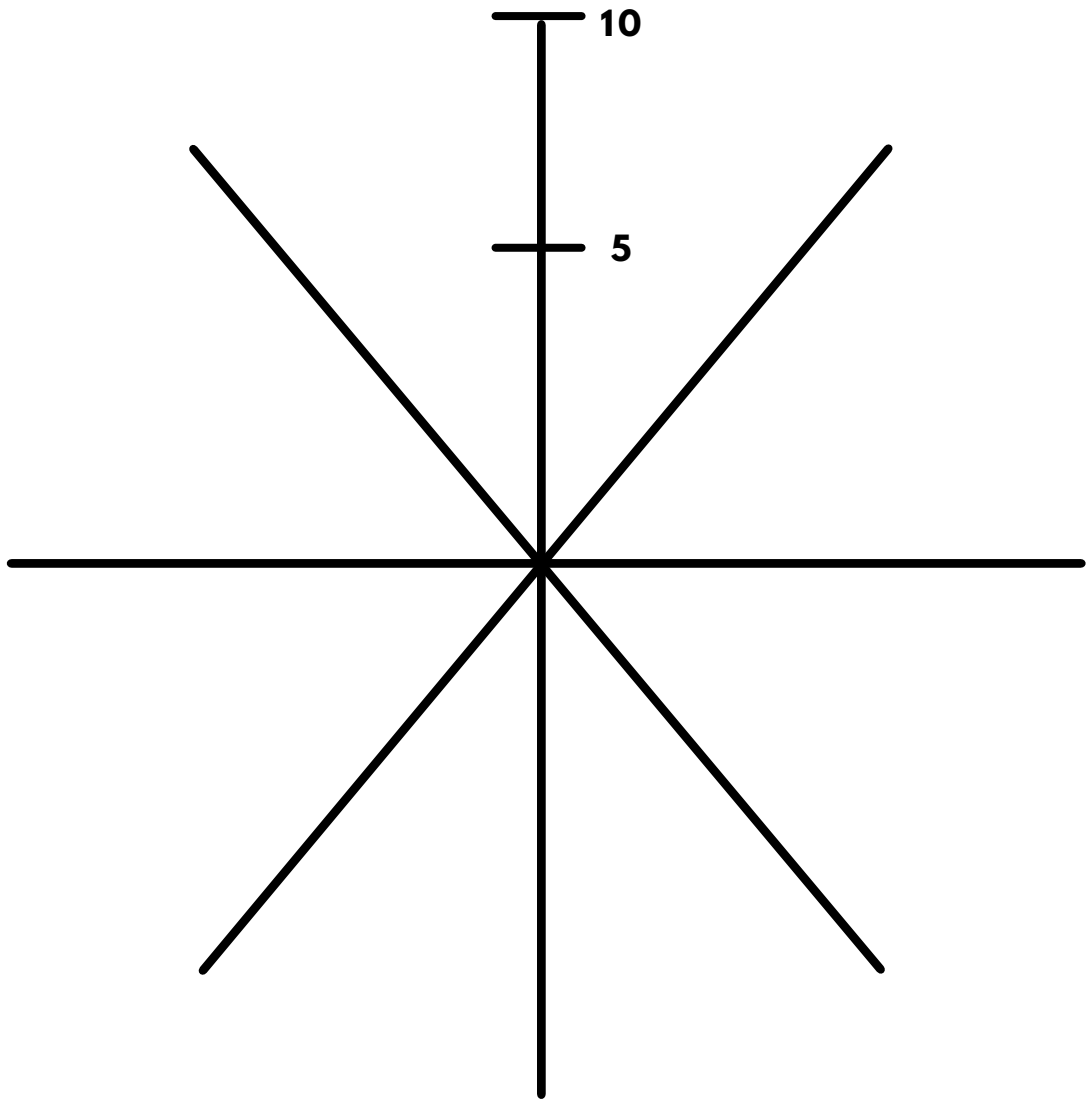
Call this your wheel alignment where we need repair, or create action points, to balance all areas of your kaupapa. Once all areas are balanced, the waka can drive straight. This becomes part of the accountability tool when you review this each month (explained later).

This is a visual representation of where you're at, helps you envision where you'd like to be and begins the kōrero into the next phase; The Bridging Session. See your wheel template below.

WHEEL TEMPLATE



ADD LINES WHERE YOU NEED, IGNORE
THE ONES YOU DON'T NEED





STEP RUA

THE BRIDGING SESSION

This step is taken to use the priority identifications from The Wheel Recalibration session and put grounded action points and steps to close the gap and make momentum toward a balanced life - this is really the objective of this step.

Session Format:

1. Breakdown each priority area
2. Creating steps to take to close the gap between where your at and where you want to head
 - a. Work on lower scores of your wheel first as normally this is where the most steps are to be taken
3. Brainstorm where needed - use the breakdown tools/methods in the "Tools" section if needed
4. Reflect on how far you've already come - this is important



STEP TORU

MONTHLY MAINTENANCE MODEL

This step becomes a foundation for growth and progression. A chance to reflect on your steps, a great accountability tool and when written in a way that manifests - it becomes a monthly habit.

Session Format:

- 1. Reflect on bridging session steps and wheel recalibration session**
- 2. Use the "monthly maintenance model" to create monthly (realistic) steps in a format as if they've already achieved them**
 - a. Use the weekly task list if you want to break down the month ahead further**
- 3. Tick off these steps as you go - keep it somewhere you can see it everyday**
- 4. Review at the end of each month as an accountability tool by reviewing your wheel scores (step 1), reviewing steps already creating within each area (step 2) and continuing to create the monthly steps based on the objective of closing the gap and creating momentum.**

UP TO THIS MONTH?

HOW DO I WANT MY MONTH AHEAD TO LOOK?

It's important to write these out in past tense, as if they've already happened.
This, is manifestation.

For example, instead of "I want to go to the gym 3 times a week" you would write
"I'm exercising on a regular basis".

UP TO THIS WEEK?

MAIN STEP

ACTION STEPS

1. ☐
2. ☐
3. ☐

1. ☐
2. ☐
3. ☐

STEP:

ACTION STEPS

1. ☐
2. ☐
3. ☐
4. ☐
5. ☐
6. ☐
7. ☐

STEP:

ACTION STEPS

1. ☐
2. ☐
3. ☐
4. ☐
5. ☐
6. ☐
7. ☐

STEPS:

ACTION STEPS

1. ☐
2. ☐
3. ☐
4. ☐
5. ☐
6. ☐
7. ☐

STEPS:

ACTION STEPS

1. ☐
2. ☐
3. ☐
4. ☐
5. ☐
6. ☐
7. ☐