



Family Coaching Program

Detailed Monthly Breakdown

Month 1

- **Initial Assessments** - We can do a marathon meeting of 2 to 4 hours (depending upon number of family members), or break it up into two meetings.
 - We all meet together for an initial assessment.
 - I meet with the parent(s) without the adolescents.
 - I meet with the adolescent(s) without the parents.
- Everyone over 12 years of age in the family takes the NEO personality assessment.
- **NEO Interpretation meeting** - We can do a marathon meeting of up to 5 hours (depending upon number of family members) or break it up into two or more meetings.
 - I provide reports and interpretations for all family members, which you will keep for future reference.
 - I meet with each family member individually.
 - I meet with the family as a unit to thoroughly discuss and explain the impact that the individual NEO results have on the family unit.
- I provide your family with activities to reinforce and learn each other's NEO profile.
- I provide a follow up meeting with the family unit to discuss insights and new experiences since the NEO interpretation and address all questions.

Month 2

- Based upon the results of the NEO and your stated desires for family change, we develop your Family Transformational Goals and Action Plan. We will utilize each family member's strengths in order to leverage change in the most efficient way possible.
- We will meet weekly and begin implementing your family's action steps.
- This is the stage where things can get challenging. We are upsetting the family's homeostasis, breaking habits, changing routines, and implementing change.
- Bear with me during this stage, your teens/tweens are likely to increase their negative behavior during this time and that is to be expected. Like any storm, this too shall pass. - I will be here to guide you through this rough patch every step of the way.
- We are in the action stage of change - Big things are happening!

Month 3

- Depending upon the complexity of your family dynamics and the number of family members, we will start to space out our sessions to bi-weekly.
- I will provide you with weekly homework for the entire family to practice and implement. This homework will directly tie into your Family Transformation Goal and Action Plan.

Months 4 to 6

- We continue to work on your action plan and make any necessary adjustments.
- We check on the status of your goals and celebrate the goals that are accomplished.
- We laser focus on the goals left to complete.
- We begin spacing sessions to once every three weeks.
- We create your Family's Transformation Maintenance Plan to ensure long term change.
- We celebrate your family's transformation.



Month 8

We schedule our follow up consultation meeting where we discuss:

- Any backsliding into old patterns and habits and I provide you with strategies to correct this trajectory.
- All of the ways in which your family has changed and celebrate your hard work.
- The things that have worked really well and areas where there was struggle.
- Determine if we need to tweak your Family's Transformation Maintenance Plan for long-term change.

This program will take commitment and dedication from all members of the family. But, if you are willing to do the work, I mean really show up 100%, you WILL experience change. I am talking about significant changes in six months that would take up to a year or longer in traditional family counseling.

Ready for positive changes in your family? Contact me at hello@operationtransformation.net to learn more.