



Simply better: The LUXX Personality Toolset in coaching

Possible tools of the LUXX Personality Toolset in coaching

Individual motivation profile according to LUXX

Focus evaluation Leadership

Focus evaluation Relationship

Focus evaluation Employee motivation

Focus evaluation Change

Well-founded self-reflection and self-knowledge is the basis of good leadership work. It is also the basis for development, growth and change. Coachees want to achieve all of this for themselves and Experts can provide them with effective coaching support.

LUXX offers coachees and experts a toolset with which coaching goals are achieved sustainably.

Both save valuable time (up to two or three coaching appointments) in order to determine the reasons for the coachee's current situation. The analysis of the why, why, why is in the hands of both with the LUXX of the coachee. The time gained can be invested effectively in developing solutions and in real further development for the coachee.

With the help of LUXX, the coach quickly gains a clear and deep understanding of what the coachee is experiencing in their current situation and what they are reporting. The coachee's motives make it possible to understand how situations have developed and why certain difficulties have arisen. The coach does not need to be perceived by others. Coach and coachee understand the "why" behind the experience and can look for viable solutions



that the coachee can actually implement with their personality. The benchmark is not what others do, but how it works for the coachee individually. LUXX offers a new level of effectiveness and sustainability in coaching. The speciality about working with LUXX is that the expert creates a completely non-judgmental framework for its coachees in which they can really open up. The emotional self-understanding and emotional self-acceptance for further development grows through this work.

With LUXX, coachees already recognize who I am and what characterizes me as a personality during the evaluation interview.

What characterizes my leadership personality and my leadership style?

How colorful and diverse are people and therefore my employees?

How do others / my employees perceive me?

Why have certain situations become problematic?

Why do I struggle, fight or doubt certain things, events, behaviors and people?

What are my learning areas for motivation-based, individual employee management with less management effort?

These insights can then be used in coachings to work on specific issues.