



UNLOCK HIGH-PERFORMING TEAMS

Better communication. Stronger confidence. Less workplace drama.

**Because when people understand themselves - and each other -
performance becomes easy.**

[BOOK A SPOTLIGHT SESSION TODAY!](#)



DOES THIS SOUND FAMILIAR?

Are you a busy leader or part of a team grappling with these challenges?

Friction caused by
misunderstandings

People reacting under
pressure

Confidence taking a hit
after setbacks

Great talent not being fully
utilised

Performance slowing
because of communication
gaps

Poor morale.
Low retention

These are people-connection issues; and they can be fixed.



WHAT IF TOMORROW COULD LOOK COMPLETELY DIFFERENT?

Imagine:



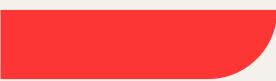
Finally understanding what drives each team member and keeps momentum



Watching people naturally gravitate towards work that showcases their brilliance



Conversations flowing effortlessly using a common language, even around challenging topics



Having practical tools to manage your own energy, resilience and decision making



Seeing team dynamics transform through insights that actually make sense



BENEFITS OF PROFILING & MAGNIFIED COACHING SESSIONS OVER 12-MONTHS

1

Spotlight profiles are a great way to uncover an individual's mindset and behaviour preferences.

Combining the whole teams' Spotlight reports together will highlight each person's individual preferences and where they sit in relation to others. It will also highlight areas where team members may work well together, or conflict may arise, and how to adapt to improve communication.

Over a 12-month period this will show the trajectory of performance as a team and allow for adaptability in order to improve performance, efficiency, decision making and relationship building.

2

Coaching around the Spotlight is a proactive and collaborative way of enhancing team morale, increasing confidence and boosting performance.

Spotlight allows for optimal growth opportunities for managers/business owners and the team. The 12 month packages helps to support individuals and teams to consider, plan, strengthen and maintain their personal and professional effectiveness.

We will also have lots of fun too!



HOW DOES IT WORK? YOUR PATHWAY TO TRANSFORMATION

Getting to know you: We'll chat about what's challenging you, the business and what you hope to achieve so we can find the right approach for you.

01

Your profiles:

All involved will complete the Spotlight assessment to create personal profiles.

03

Ongoing support:

As we work together as a partnership, we will put what we learn into practice over the next 12 months to strengthen your team. I'll be there to help you along the way.

02

Coaching:

We'll explore your profile together in individual sessions, linking what we discover to your everyday challenges and ways to adapt for success.

04

Review and refine:

Through your quarterly Spotlight team sessions, and individual magnified sessions, we will look at your teams' progress mapped to your KPIs and adjust your plan as needed to succeed.



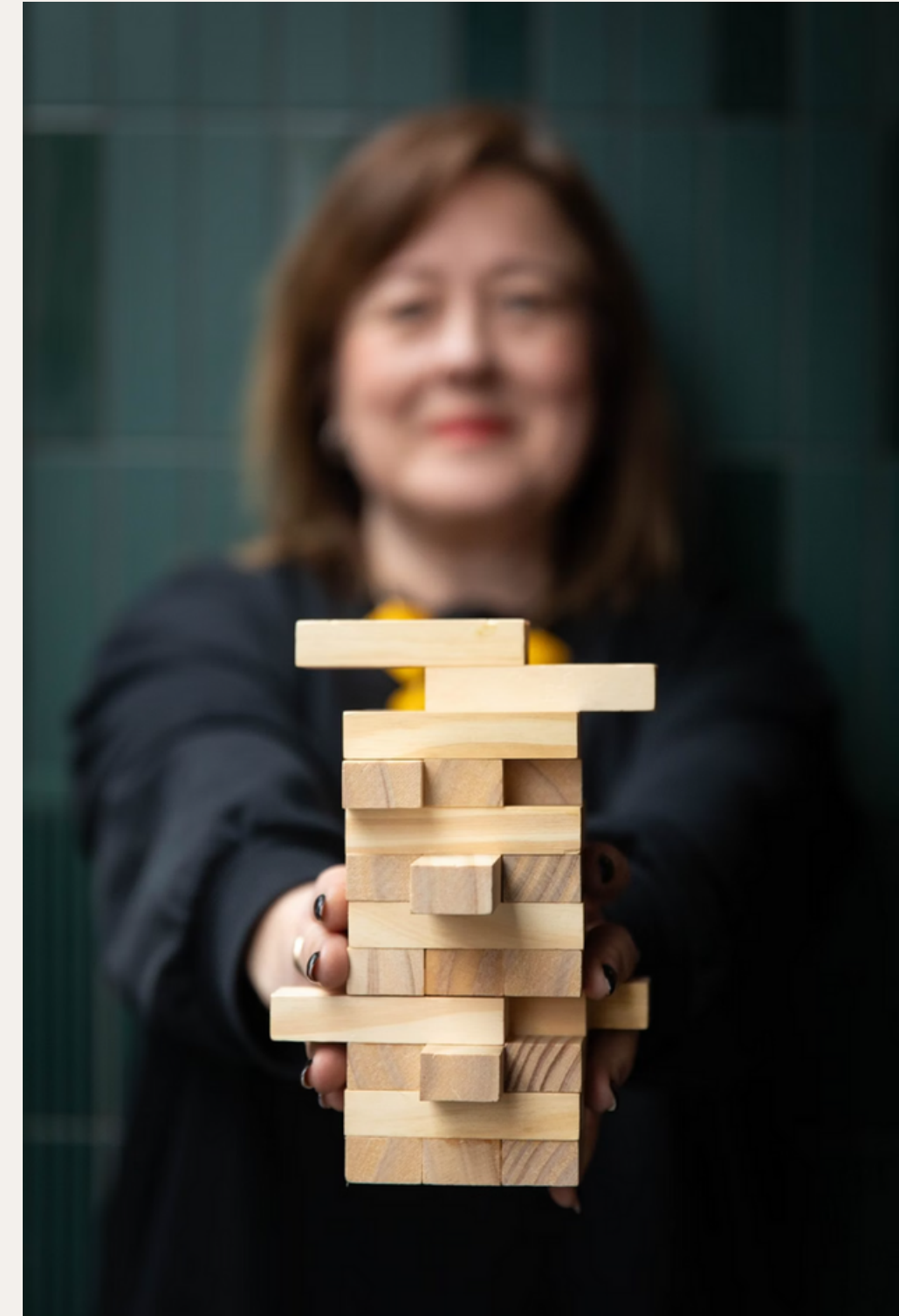
WHAT SPOTLIGHT PROFILING ACTUALLY DOES

Spotlight profiling:

- Shows what drives each person
- Reveals how they act when pressure hits
- Highlights how others experience them
- Gives a shared language that strengthens teamwork

It's not a personality test -

it's a performance unlocking system.

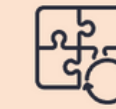


The Transformation



Before Spotlight Profiling

- Miscommunication + frustration
- Reactions instead of responses
- Confidence dips under pressure
- Hidden strengths underused
- Morale dropping



After Spotlight Profiling

- Collaboration becomes effortless
- Calm and clear under pressure
- Strengths fully activated
- Happier people = better performance
- Teams that win together

Transformation you feel and results you can measure.

What Clients Say



"I contacted Becky to do some sessions with me to help me support the new leadership team.

Becky suggested using Spotlight profiles, both individually, collectively and a team session. Well "wow" she totally hit all the goals with what she delivered.

I wanted the team to learn how to communicate effectively together, how to work in pairs when all 3 of us couldn't be there to make the decision and to look at what we need as a team next, another leader or something else.

The team is super clear on what's required now. I feel like I can step away more easily and be assured decisions will take into account every angle. We came out of the session full of smiles and a renewed sense of admiration for each other and the project we lead. Becky created a safe space full of open communication. It was amazing and way more than I could have imagined.

I highly, no, more than that - I FULLY recommend all teams to go through this process with Becky. I'm 100% convinced it will be worth your investment in money and time."

Anna Rogers

Owner, Digital Annie and Co founder of Friendly Fridays

“My team was in the middle of a significant change management process. Geographically, we are split over 3 sites and 2 countries, so building strong relationships is a real challenge.

I was looking for a tool that would help each individual team member to understand the gifts they bring to the team (skills, perspective / ways of thinking or approaching tasks), and to understand how everyone in the team complements each other. I needed a team building exercise that would help us to communicate better, and to understand other peoples’ perspectives.

The profiles and the team day gave us the ability to understand why others in the team act a certain way, how to manage conversations to achieve the desired outcomes, and ultimately resulted in some “aha” moments where things finally clicked into place regarding how people act or react. We also could understand better who had what skills when it comes to project planning – who will make sure we consider all the risks, who will keep us on track, and who is most likely to keep spirits up when the going gets tough.

I truly believe the Spotlight Profiles exercise that you led us through has deepened our team’s understanding of each other, as well as increased our respect for each other, and brought us together closer as a team.”

Leanne Peasnell

Head of Marketing - PI Division METTLER TOLEDO Product Inspection



What Clients Say

Why Work With Becky



25+ years in personal development



Known for turning insights into action



Walked the journey: confidence & clarity transformed her life



Understands pressure and unique strengths

I help people **use** their profile to show up as their strongest, calmest, most capable self: every day.



How You Can Work With Becky

Option 1

Individual Spotlight + Debrief

Identify and leverage your unique leadership strengths and personal preferences through 8 individual Spotlight profile debriefs (90-120 minutes each, face-to-face or online with Becky Field).

Outcome: More confident leadership decisions.

Team Diagnostics + Workshop

Transform team dynamics with 4 quarterly group sessions focusing on Team Spotlight Profile & Group Feedback, Adaptability Skills, Communication Skills, and Decision-Making. These sessions lay a firm foundation for cohesive team development.

Outcome: Less conflict, more collaboration.

Monthly Magnified Sessions

Deepen leadership development for 4 key members through monthly, full-day sessions at your offices, utilising profiles to review and measure the impact on personal and professional growth.

Outcome: Sustained personal and professional development with measurable impact.

Your Investment: £1500pm for 12 months

How You Can Work With Becky

Option 2

8 x Individual Spotlight profile & de-briefs 90-120 minutes

FACE TO FACE or ONLINE with a view to identifying Leadership strengths and personal preferences.

4 Quarterly Group Sessions

Team Spotlight Profile & Group Feedback, Adaptability Skills, Communication Skills and Decision-Making and Team Development techniques that form a common language and lay a firm foundation on which to build.

Monthly Magnified Sessions (Over 2 days at your offices)

For 8 members for Leadership Development using profiles to review and measure impact on personal and professional development.

Your Investment: £2500pm for 12 months

WHAT'S NEXT?

INVEST IN YOUR PEOPLE and WATCH
EVERYTHING FLOURISH.



WHAT I CAN SAVE YOU?

A bad hire of a candidate at the manager level will cost a business £132,000

The financial impact of absenteeism on UK employers is substantial and growing at £103 billion annually. The average annual cost of absenteeism is estimated at £547 per employee in a business with less than 250 staff.

Management style was cited by 37% of organisations as the reason for stress-induced sick days and the human costs of poor mental health in the UK were £130bn in March 2024.

52% of employees feel more engaged and productive when their organisation offers mental health resources, such as access to counselling, coaching or wellness programmes.

Companies that foster a culture of open communication and mental health awareness see a 20% increase in employee retention rates.

For every £1 spent on supporting the mental health and wellbeing of their workforce, employers get (on average) about £4.70 back in increased productivity.

WHAT I CAN GIVE YOU?

A Preventative, Proactive Approach

- Early insight helps address communication and behavioural challenges before they escalate
- Stronger relationships reduce conflict and misunderstanding
- Clarity of strengths supports better decisions and role alignment

Productivity & Performance Gains

- Individuals work with greater focus, confidence and energy
- Teams collaborate more effectively, reducing friction and delays
- Decision-making improves as people understand their natural preferences

Reduced Presenteeism

- People feel seen, understood, and supported — leading to better engagement
- Employees operate closer to full capacity rather than “pushing through” stress
- Managers gain tools to spot and support individuals before issues grow

Stronger Talent Retention

- Staff who feel valued and understood are more likely to stay
- Profiling creates a culture where differences are recognised and appreciated
- Individuals are supported in their development, increasing loyalty and connection

Get Started Today

Book your Spotlight Call



Every month you wait, productivity and profit are leaking. Let's fix that - fast.

If you have any further questions, do not hesitate to contact me on **07421 357279**
or becky@westfieldcoaching.co.uk.

[BOOK A SPOTLIGHT SESSION TODAY!](#)

[VISIT MY WEBSITE HERE.](#)

