

Case Study – Life Coaching Career

ID-CAREER20080328

Overview

The client presented with the following career goals:

- Make the decision to stay in current job and look for growth or change jobs
- Wanting to identify a sense of purpose, whether it related to the job or not
- Improve time management
- Earn more money

Additionally, the client identified that they had a history of jumping jobs a lot in the past when things didn't work out, and they felt their resume/CV wasn't very strong.

Methodology

One of the first approaches we used was doing a Wheel of Life (Foundation) assessment where the client was able to rate their satisfaction, positive and negative attitudes and efforts, resources and importance across a number of categories:

- Health
- Knowledge and Learning
- Social
- Financial
- Family
- Relationship with Self
- Partner
- Spirituality
- Career
- Business
- Giving to Others
- Giving to Self (Honouring self-centric needs)

This is an important step as we needed to also be able to assess how supportive the non-career life environments are before we chart out any big changes.

We then also did a Wheel of Life (Career) exercise, which reviewed the following categories:

- Vision and Strategy
- Skills and Competency
- Personal Development Plan
- Professional Development Plan
- Attitude and Outlook
- Values Driven
- Open to Opportunities
- Seizing the Day
- Supporting Others
- Commitment to Self

From here, we were able to identify a number of individual goals which also inter-relate.

We worked through the goals and issues individually, beginning with rethinking the term, "time management" and changing it to "schedule choice management" so that the focus is on the choices being made and not about the perceived lack of time. This was an important framework to begin with as most of the other goals would require dedicated schedule time to accomplish.

Our first major area of focus was Vision and Strategy, where we developed a picture of the client's future as they wanted it to be, including the reputation they would have for their career. This was crucial in measuring what significance the current role would have.

We simultaneously did some exercises on identifying purpose, and how that can change from one stage of life to another in terms of immediate purpose, and how there could be some bigger-picture purpose opportunities. The client identified immediate purpose as being a good parent and a strong individual, and the bigger purpose of being an active and engaged citizen.

A number of sessions were dedicated to developing both a personal and a professional development plan, which included learning objectives. Some of the learning areas included:

- Communication Skills (oral and written)
- Presentation Skills
- Negotiation Skills
- Delegation Skills
- Learning to say "No"

We were able to do a combined coaching and training approach over three months with weekly sessions. The client moved to monthly sessions from there which continued for a year. At that time a different coach was recommended to keep the relationship fresh and challenging and which matched the client's journey at that stage.

Outcomes

The client decided to stay in the current role for at least six more months. During that time he created substantial development plans and we revisited his resume/CV every session to find skills to add to it and ways of creating a more attractive package on paper.

He also proposed to his manager some large projects for him to manage, which provided him a much bigger exposure in the organisation and many more opportunities.

This also provided more on-the-job learning environments where he was also able to benefit from the experience and wisdom of a number of internal work mentors. This led to an increase in work-related social networking, and developing his reputation.

He ultimately decided to stay with the organisation and is enjoying the benefits of his self-identified "re-invention."

Contacts

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