

Case Study – Life Coaching Women’s Topics

ID-WOMEN20080414

Overview

The client presented with the following goals:

- o Wanting to return to the workforce after maternity leave
- o Re-establishing career path
- o Ensuring work/life balance as a career person, wife and mom
- o How to integrate “life’s big picture” into career direction

The client also acknowledged that she had originally thought that she didn’t want to return to work after having her baby, but realised that she did in fact want to keep her career and to further develop herself professionally.

This type of coaching is called Reboarding Coaching, meaning the individual is coming back “on board” the career or the old job after an extended leave, such as parenting leave.

Methodology

One of the first approaches we used was doing a Wheel of Life (Foundation) assessment where the client was able to rate their performance in the following categories:

- o Health (mental, physical and emotional)
- o Knowledge and Learning
- o Social
- o Family
- o Financial
- o Relationship with Self
- o Relationship with Partner
- o Spirituality
- o Career and/or Business
- o Giving to Others
- o Giving to Self (honouring one’s own needs)

This exercise provided a fantastic foundation for the coaching. It also needs to be mentioned that women, more so than men, take a “whole life” approach to most situations, including career.

Whereas men are more inclined to divide work and personal, and have separate measurements and rules for each.

As the client wanted to integrate “life’s big picture” as she put it, into her career direction, we began by fully exploring what that meant for her.

To her, it meant that she could bring empathy, compassion, caring, consideration, and other nurturing values to her career. It also meant that she took a whole world vision into consideration, such as looking at the social and environmental impacts of certain decisions and how that would impact various individuals, including her own child.

This then led to exploring if she would be able to satisfy these needs with her old employer and/or career, or if she needed to be looking elsewhere. Eventually, the decision was to look into a new field.

From there, we explored what, if any, new skills would be needed for the new direction. To do that, we first completed a total skills audit, including conducting a 360 degree assessment where she self-assessed her skills, as did her partner, friends, family and former colleagues and mentors.

We also completed the [NBI Whole Brain Thinking](#) profile, which provided exceptional information to assist in understanding how the client thinks and operates, and how she can recognise other thinking and operating styles in order to be more effective with each of those relationships.

Additionally, we needed to create a list of “wants” and “don’t wants” for the new career and job search. This list included references to nearly all of the categories of the Wheel of Life – Foundation already completed.

Once the new career direction was determined, and after some time, a role was secured in that field, we then took the next step of the Reboarding Coaching process by looking at how the client would plan her first 100 days.

This draws on the model we use in Onboarding Coaching, or the first 100 days of a new role where the individual has come “on board.”

This model looks at the items on the following page:

incredible awareness

- Clearly define the organisation's goals overall
- Define the individual's goals overall and for the first 100 days in the new role
- Maximise the value from the induction process
- Maximise the value from any handover process
- Maximise the value from any training processes
- Create an ongoing personal and professional development plan
- Increase awareness of the culture of the organisation and identify where the individual "fits" in
- Learning how to navigate leadership and organisational politics
- Determine the attitudes, beliefs and behaviours that will best support the individual's success, and commit to changes as necessary and track progress
- Immediately be able to address any potential conflicts, obstacles or anything else that could possibly negatively affect the success of the individual
- Ensure a sense of balance, such as work/life balance and not get lost in the new role

We also explored the components of the Six Hats model by Edward de Bono, where we assessed, explored and created plans in:

- Emotional Thinking
- Positive Thinking
- Critical Thinking
- Factual Thinking
- Creative Thinking
- Strategic "Big Picture" Thinking

After being in the role for 100 days, we then completed the Wheel of Life (Career) exercise, which explores the following:

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

We worked together for a total of a year and a half with sessions varying from weekly to monthly depending on the needs of the client and the "fieldwork" assignments to complete.

Outcomes

The client identified that she achieved the following items as a direct or indirect result from the coaching relationship:

- o New career path linked with her world-view passions
- o Increased confidence
- o Joy in her daily activities
- o A sense of purpose and fulfilment
- o Recognising her strengths and gifts
- o Recognising her abilities, and implementing plans to share her gifts with those who seek them
- o A well balanced career and personal life
- o A clear identify of who she is as a person, outside of being a wife and mother
- o Ongoing success her career, and being grateful for having a sounding board coach available to her at every turn.

Contacts

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