

Facet5 Masterclass

Career Coaching Conversations

KEY TAKEAWAYS



Career is not a sprint, it's a marathon.

You have a lot of time to find it out,
develop yourself, find your purpose and get it right



We asked the question – “What do we mean by career?”

Here’s what attendees came back with...

DB

fulfilling your professional expectations in real life :)

NS

Job satisfaction and success

DF

Career is the professional life we lead which is in continuous development

PM

A career - the sum of roles held and skills developed. Usually aim to progress - but not necessarily in terms of salary

HB

Someone's "journey" through the world of work

NS

progression of our professional working life

MP

Expectations for your professional development

JP

Sense of purpose in action.



And here're our thoughts...

Career is that central congruence around your passion, your values, your capability and what motivates you – over a longer arch. Not just one job or set of skills.

A thriving career is a win/win - for the individual and the organisation.
It's a two-way bargain.

Thriving careers create flourishing individuals
and allow organisations to prosper.



A thriving career is a win/win.

For the individual - and the organisation.
(It's a two-way bargain)



Organisations need to be talking and caring about employees careers.
Not just their leadership style. Because productivity and engagement depend on it.
Allowing employees to be their authentic selves.

Career development is as much about learning what you don't want
as it is knowing what you do want. Not every organisation will allow you
to play to your personal strengths, purpose, passion and values.



When you talk to people about their career - it's generally because they are at a cross-roads.
And confidence can be a real career blocker for many people.

Creating a conversation around self-awareness - what motivates them, their values
and what makes them tick - allows employees to make more decisions.
And is the fundamental component of confidence.



Career is the intersection between aspiration, a job role & organisation values.

But it's a living process.
It grows and evolves through experience.

Career coaching supports people on a journey. Sometimes that journey can feel a little vague. Assisting people to gain greater clarity around their career choices helps navigate that path.

Big magic “What if” questions come into play in Career Coaching.
“What is the big dream?”

Matching strengths and skills with these dreams and aspirations helps develop and carve out a rewarding career.



Career Coaching is a cyclical process:



Facet5 is like an objective 3rd person in the coaching conversation.

It provides a non emotive, objective voice that supports
both coachee and coach



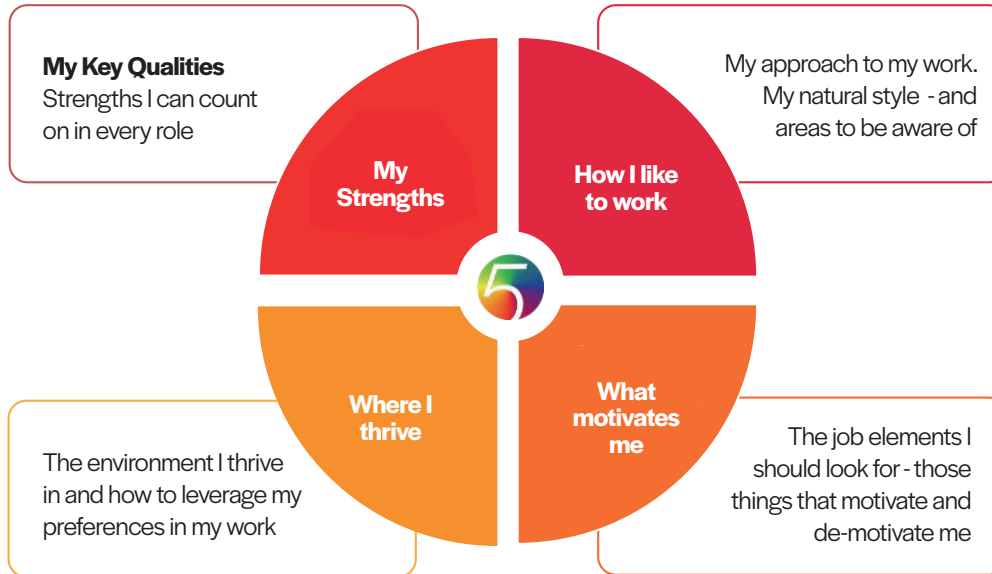
With Career Coaching, supporting individuals to take ownership and responsibility to identify opportunity when they arise and grab them is key.

As a coach you don't have to be an industry specialist to provide career coaching – you bring a pattern of experience to guide the individual and hold the space for the deep and robust discovery and planning within the coaching conversation.

The career coaching process provides the foundation of awareness with facet5 and works with what intrinsically motivates the individual based on their strengths and talents



The Facet5 Career Framework



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