Career Coaching

KEY TAKEAWAYS



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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...



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.



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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?"

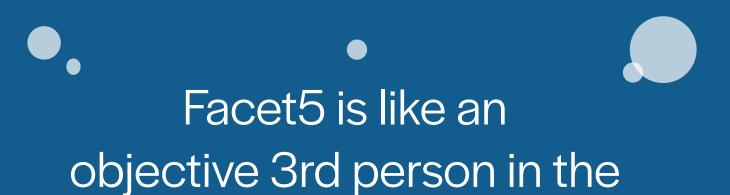
Matching strengths and skills with these dreams and aspirations helps develop and carve out a rewarding career.



Career Coaching is a cyclical process:







coaching conversation.

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



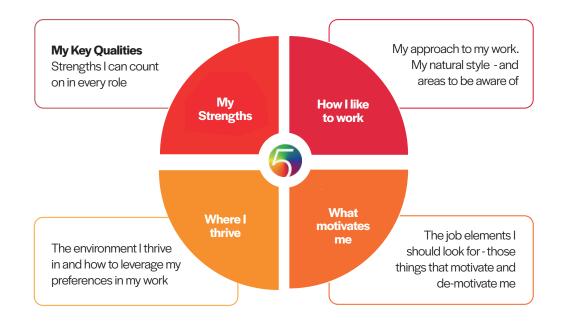
With Career Coaching, supporting individuals to take ownership and responsibility to identify opportunity when they arise and grab them is key.

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







Career Coaching

KEY TAKEAWAYS

Global learning conference For HR, L&D, OD and Coaching professionals.

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