

Careercoaching

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Introduction

- **Defining careercoaching**
 - Goal-oriented method
 - Based on constructivism
 - Covers issues on job, education and career
 - Focus on learning and action



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Careercoaching

- **Help coachee clarify, define and reach goals in relation to a career.**
- **Create self-reflection, consciousness and motivation.**
- **Create new insight**



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Basic beliefs in co-active coaching

- **Positive acknowledgement**
- **Holistic perspective**
- **Coachee possesses the necessary potential to find answers inside herself.**
- **Coachee has the best intentions in all her doings**
- **Focus on the present and the future**
- **Coachee decides on the agenda.**



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Method

- **Questional techniques, investigation and confrontation lead to**
 - Consciousness on own goals
 - Broaden coachees conception of own capabilities
 - Make the paths to the goal clear
 - Make coachee find her own solutions and thereby maintain the ownership to the task



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The counsellors foundation

- **Consciousness on our own comprehension of the world**
(Values, beliefs, experiences, senses)
- **Match – report – lead**
- **Rules for questions**
(No yes/no, no why, no solution, no judgement)



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The basic 5 step model

- **Step 1: Framing**
- **Step 2: Clarification + hurdles**
- **Step 3: Motivation**
- **Step 4: Action planning**
- **Step 5: Commitment**



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Framing

- **What is the agenda**
- **Confidentiality**
- **Time**
- **Method**
- **Matching of expectations**



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Clarification

Exploring the agenda

- **Challenge**
- **Goal** – attractiveness, realistic, selfcontrol
- **Value** – profit/winnings
- **Price** – consequences?
- **Proof**



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Hurdles

What keeps coachee from reaching goals?

- **Investigation of hurdles**
- **Elaboration of hurdles**
- **Priority of hurdles**
- **Test and challenge**
- **Recapitulate goals**



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Motivation eg. The staircase

Visualization

- **Step 1: Environment**
- **Step 2: Capabilities**
- **Step 3: Beliefs**
- **Step 4: Focus**



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Action planning

Ownership and action

- **What will I do**
- **Why will I do it**
- **How will I do it**
- **Who will do what**
- **When will I do it**



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Commitment

Ownership and action
Evaluation

- Can?
- Will?
- Do?
- Succeed?



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Strengths??

- Activates and clarifies coachee
- Makes coachee take responsibility
- Search for opportunities and capabilities
- Ownership
- Positive approach – “self empowerment”
- ????



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Weaknesses??

- Focusses on present and future – what about the past?
- Puts a big responsibility on coachee
- The dilemma of modernity: “If you do not succeed, it is your own fault”
- Requires both capability, linguistic skills and energy
- Not so much a method for problem solving, but for development.
- Not economic?
- ????



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