



Career Coaching & What to Expect

An Overview of Career Coaching

Career Coaching has been around for many years however it is only in recent times that it has really increased its public profile. This has largely been due to the emergence of Life Coaching, which was started by the world-renowned life coach Anthony Robbins, who has worked with all types of people in advancing their life! There are some similarities between Career Coaching and Life Coaching, in that they are both about working with people to develop and improve areas of their life.

Career Coaching as the name suggests specifically focuses on one area of a person's life, being their career. The ultimate aim of Career Coaching is to empower people within their working lives. This is achieved often through a combination of counselling and coaching, using different tools and techniques to aid the client in discovering the types of careers they will find the most satisfying and supporting them in establishing and achieving their career goals.

There are two key reasons that can prevent people seeking professional assistance in their personal and/or working lives. The first being, you need to make a personal commitment. This is not easy! Secondly, you are often committing to something which you have very little knowledge about in terms of the process, what to expect with no guaranteed outcome. However as the old adage goes, if you continue to do what you have always done, you will continue to get what you have always got!

The Career Coaching Session

With Career Coaching there is no one process you can expect to go through as each person who see's a Career Coach comes with different career needs. However there are a few common things that you can expect to encounter:

Information Gathering

During the session you will be required to provide both written and verbal information about yourself. This information is given with your consent. If you are not comfortable providing personal information, that is fine and the Career Coach will respect this.

Confidentiality

At all times your confidentiality will be respected. All personal information gathered by your Career Coach during the session will remain confidential and secure except where your approval has been obtained to provide the information to a third party.

The Process

The sessions are driven by your needs and there is no set format as such rather a loose structure that will be followed. Be wary of career coaches who seem to have a prescribed approach, as the value and success in career coaching comes from the coach working with and supporting you through your process.

Mix of Counselling & Coaching

Career Coaching will often involve a mix of counselling and coaching. The counselling generally involves more talking, listening, questions and exploratory work. Whilst the coaching is more hands on and tangible, including things such as looking at subject and study options, putting together a networking strategy, tapping into the hidden job market, creating a targeted resume, interview techniques etc. You may find through the sessions that the coach moves between the two, this will be dependant on your current needs.

Personality Profiling

Your Career Coach may suggest you complete a couple of personality profiles. The most common profiles used are the Myers-Briggs Type Indicator and John Holland's Theory of Vocational Choice.

Sessions

You can end the career coaching session at any point. The career coach will always be supportive of whatever decision you choose to make.



You Are The Focus!

Throughout the sessions the focus is on you, whether this be reflecting on your past skills, education, achievements, values etc or looking to the future and where you want your career to be. As a result, it may sometimes appear all too familiar! Sometimes you may cover old ground, however it is through looking at and exploring past thoughts and beliefs that you often gain a new perspective and new thoughts and possibilities evolve.

Additional Work

Your career coach will more often than not provide you with work to go away and complete at your own pace. As it is your process, a large proportion of the work that is done can be done in your own time without the career coach being present.

Success

The success of career coaching is dependant on your commitment to the process. The career coach will provide you with the most appropriate tools and support, and together we will work to achieve the best possible results for you.

How to Choose a Career Coach?

Qualifications & Expertise

It is important that you trust and are confident in the career coach you engage. You may talk to a few career coaches before you decide which one to engage. Ask if the career coach is a professional member of the Australian Career Development Association of Australia (CDAA).

Also you may want to ask them about their work history, education and general background, including the type of clients they have worked with and how successful they have been.

Value

When speaking with career coaches, ask them about how the process works. Are you locked into a program or is there a minimum amount of sessions you are required to have? What is the hourly rate? Are personality assessments included in this or is there an additional cost?

Referral

Seeing a career coach through a referral can be very beneficial, as obviously the person who referred you to their career coach found them to be of value. This is always a good sign!