

CAREER COACHING FOR THE LONG TERM UNEMPLOYED



CAREER COACHING FOR THE LONG TERM UNEMPLOYED

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PowerPoint, Links and little Blog to come if you leave your email address!



AIMS

Who are long term unemployed?

Coaching models

Developing resilience

Overcoming barriers

Trying it out



LONG TERM UNEMPLOYED

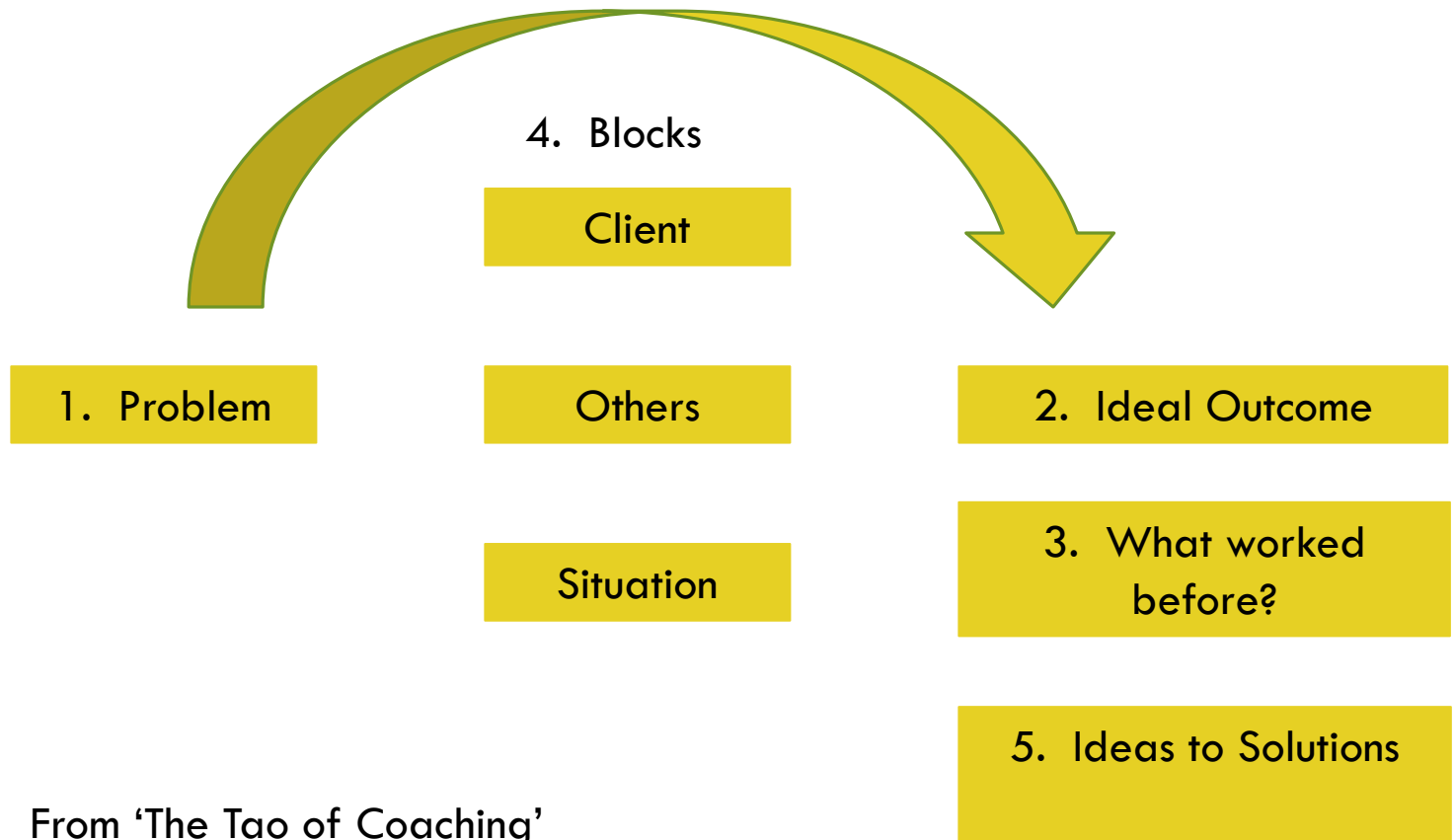
Identity stripped

Need to stay positive

Career lattice, not ladder: Be prepared to move up and around

Volunteer

EMERGENCY COACHING MODEL



From 'The Tao of Coaching'
Max Landsberg

ACCENTUATE THE POSITIVE

Appreciation	I really appreciate you taking time to prepare your CV and bring it to the session today
Validation	I can see that you have given this a lot of thought and attention
Recognition	Its clear you are very talented in IT skills
Affirmation	I think that you should be very proud of your achievement
Confirmation	It is great that you are looking at other career paths; these ideas really suit your skills and natural qualities
Thinking	Thank you for taking time to prepare for this meeting and think about what you really want to do next



SOMEONE TO JOURNEY WITH YOU

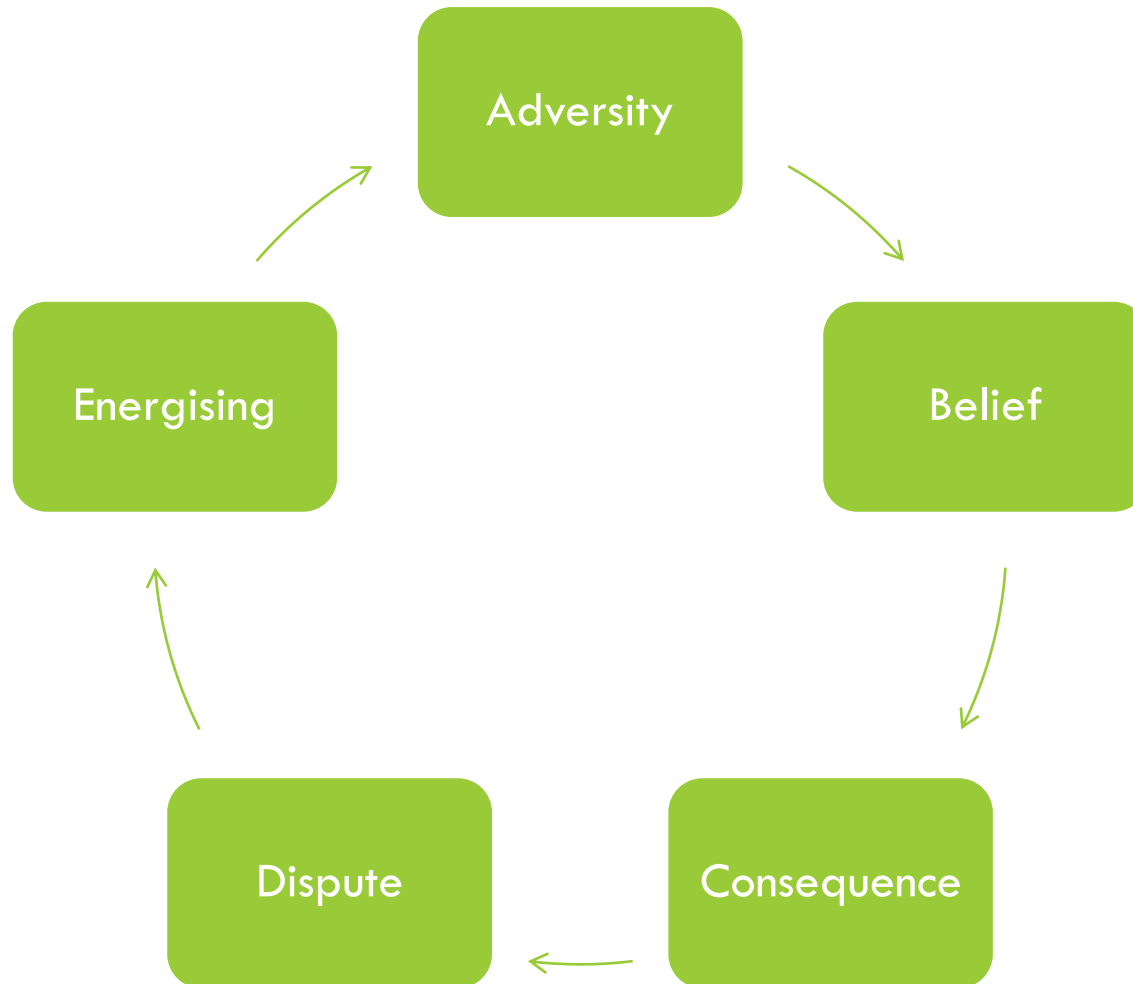
Stability

Develop resilience

Three opportunities

ABCDE of resilience

ABCDE OF RESILIENCE



BEING RESILIENT

- ❖ Building self esteem (looking at your own strengths)
- ❖ Being mindful – putting things into perspective and recognising your own reactions
- ❖ Choosing to recognise what you can control (how you react to things) and taking action
- ❖ Nurturing a strong network of support (home and work)
- ❖ Having a meaningful purpose that is more powerful than the disrupting events that impinge upon you
- ❖ Having the cognitive abilities to identify small achievable goals that will combine to address the larger problem
- ❖ Sustaining physical health and fitness

BARRIERS

- illiteracy and innumeracy, and poor general educational attainment; employment history over the last four years; contact with the criminal justice system; physical and mental ill-health and disabilities; housing problems and homelessness; drug and alcohol misuse; and long-term caring responsibilities

Employment support for long-term unemployed people with complex needs relies on effective integration with other locally-run services, including health, housing, education and skills, and support for alcohol and drug addiction and other indicators of a generally chaotic lifestyle.

Localised, personalised, sharing learning, innovation



OVERCOMING BARRIERS TO CHANGE

Feedback: realistic

Implications for not changing behaviour

Give the person ownership

Provide support

Be solutions focussed



CASE STUDIES