Unsticking the stuckness: Evidence Based Career Coaching Tools

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Plan for the session

• Why do we need additional tools?
• Three tools
  – Possible selves
  – Strengths
  – ACT
Where do people get stuck?

Career decisions are hard.

What kind of issues do your clients struggle with?
Common sticking points

I don’t know what I want to do
I’m not sure what my (transferable) skills are
I don’t feel confident
Unsticking the stuckness

I don’t know what I want to do:
   possible selves
I’m not sure what my skills are
   strengths cards
I don’t feel confident
   acceptance and commitment therapy (ACT)
Career Coaching Tool 1

Possible Selves
“Stories we tell ourselves about ourselves in a hypothetical future situation”
Possible selves interventions

One to ones or groups
Visualisation and narrative
As much detail as possible
Your possible selves

Who could I be?
A possible selves intervention

• Picture in your mind’s eye, yourself in two years time, working as a ...
• Where are you working? What’s the atmosphere like?
• Who are you working with? What are your relationships like?
• When you arrive in the morning, what’s the first thing you do? What’s next?
• What do you wear to work?
• How do feel about going into work in the mornings?
• When you tell people what you do, how do you feel?
• What are your weekends like these days?
• What do your family think about your new job?
• What is the thing that’s most different from your current you?
A possible selves exercise...

Helps to clarify career goals
Increases motivation
Helps to get clients to see beyond the barriers
Helps clients to identify their next steps

Allows clients to think about themselves holistically
Career Coaching Tool 2

Strengths
What are strengths?

• Things you enjoy doing and things you do well
• Linked to FLOW
• Positive Psychologists have identified 24 core strengths:
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Strengths at work

• All associated with well-being and fulfilment
• Using strengths at work links with higher levels of satisfaction, engagement and meaning
• The more strengths you use at work, the higher your job satisfaction

Harzer, & Ruch, (2013)
Litman-Ovadia, & Davidovitch, (2010)
Step 1
identify your strengths:
www.authentichappiness.com
brief strengths test
Strengths cards

Step 2
Identify examples of times you have used these strengths

Step 3
Think about different jobs in which the strengths could be a real asset
A strengths exercise...

Helps to get clients to identify their strengths
Makes people feel more positive about themselves
A useful starting point for identifying job ideas

Allows clients to think about themselves holistically
Career Coaching Tool 3

Acceptance and Commitment Therapy (ACT)
ACT

Acceptance of internal experiences

Committing to a values-driven life
Acceptance: minimising the impact
Commitment: identifying values

- Imagine your retirement party.
- Who is going to be there and what would you like them to say about you?
- Write a few notes down and discuss this with a partner.
An ACT intervention...

Helps clients to identify their career goals through their values
Helps clients to reduce the impact of their negative thoughts
What next?

Could you use these three tools to help clients navigate their careers?

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References


