

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:

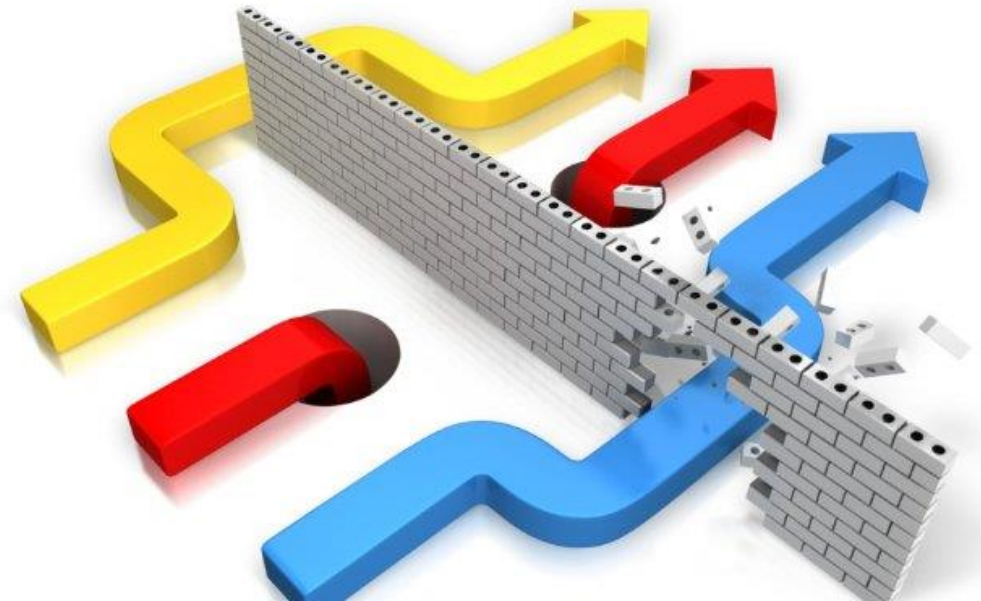
possible selves

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

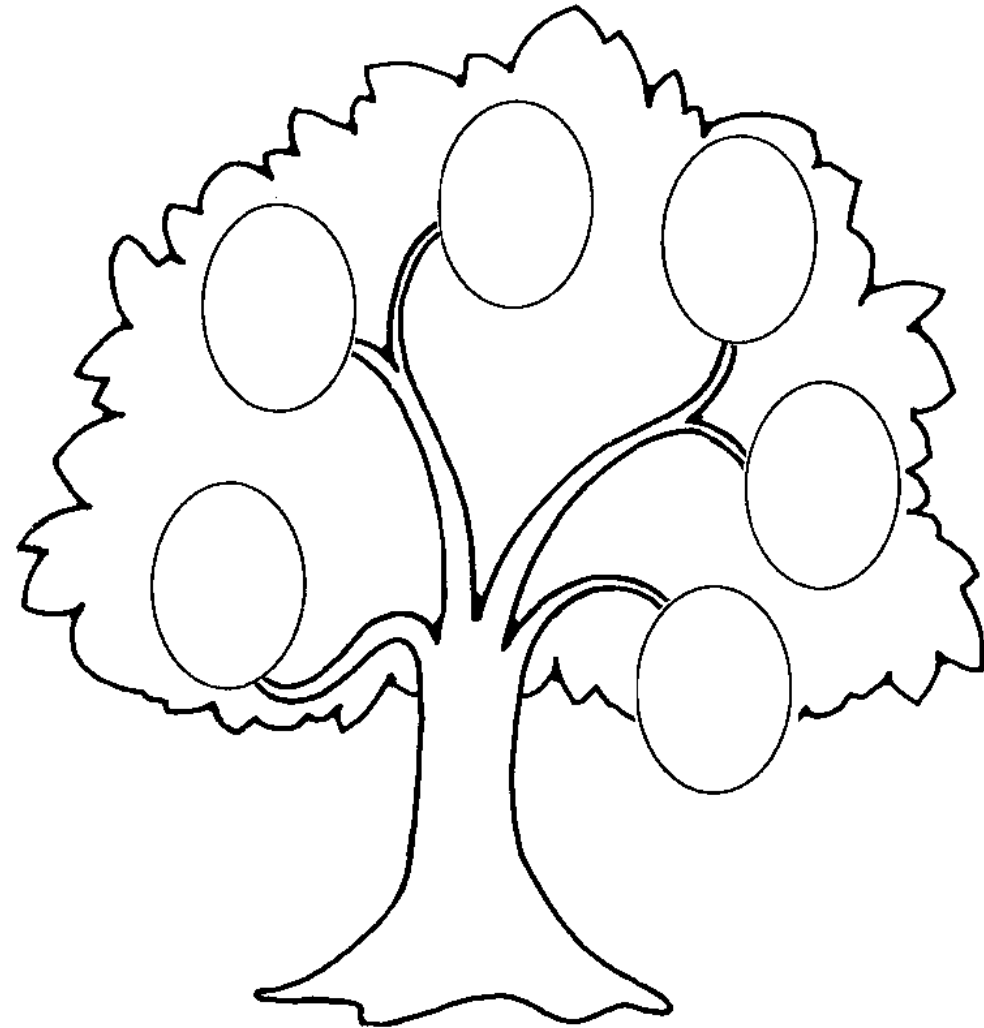
Visualisation and narrative

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:





WISDOM

Creativity
Curiosity
Love of learning
Judgement
Perspective

COURAGE

Bravery
Perseverance
Honesty
Zest

HUMANITY

Love
Kindness
Social intelligence

TEMPERANCE

Forgiveness
Humility
Prudence
Self-regulation

JUSTICE

Fairness
Leadership
Teamwork

TRANSCENDENCE

Appreciation of beauty
Gratitude
Humour
Spirituality
Hope

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

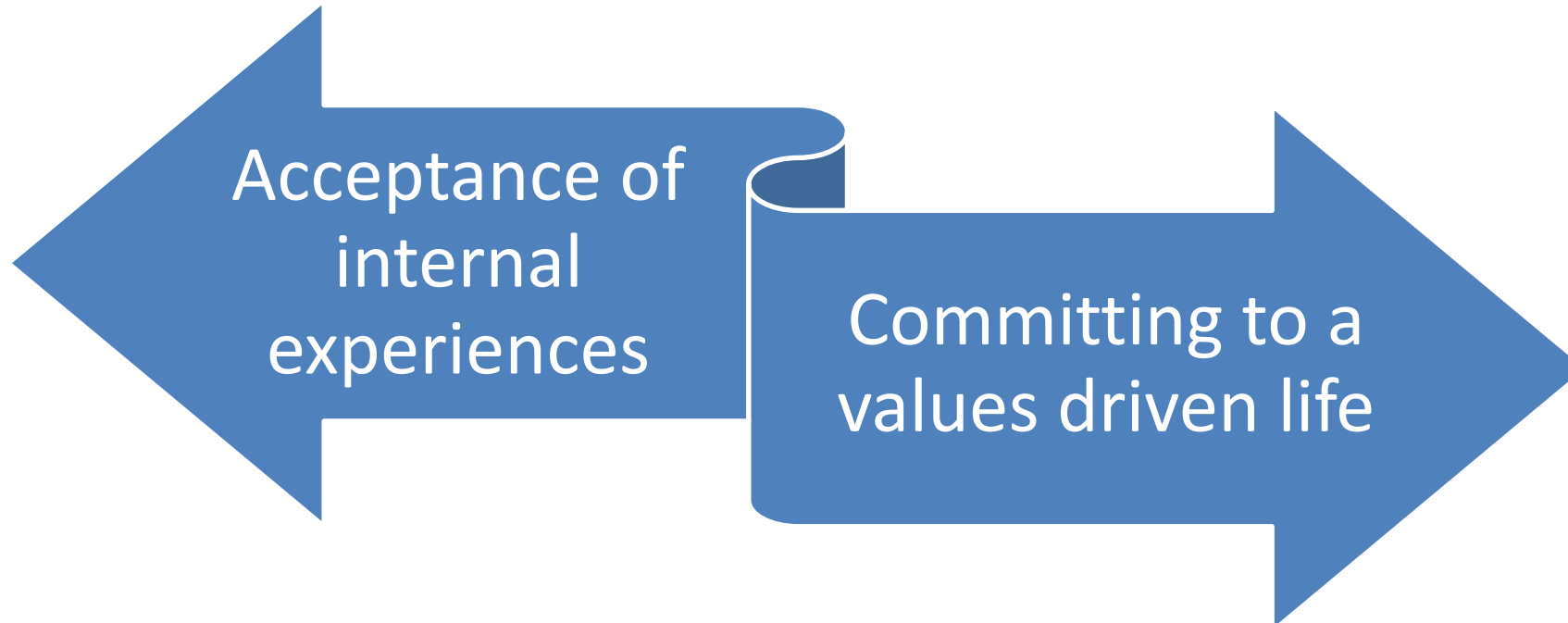
A useful starting point for identifying job ideas

Allows clients to think about themselves holistically

Career Coaching Tool 3

Acceptance and Commitment Therapy (ACT)

ACT



Acceptance: 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...

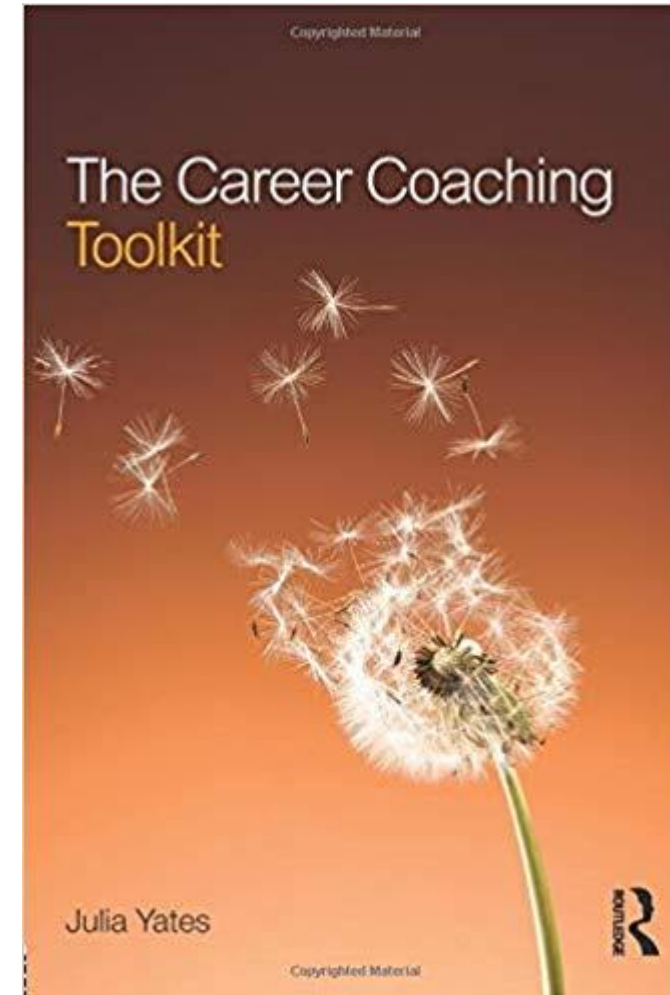


Helps clients to identify their career goals through their values
Helps clients to reduce the impact of their negative thoughts

What next?

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

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