

COACHING

Career Development

Coaching for Development: Often we are faced with helping an employee identify their developmental goals. Sometimes this is about their career, but it may be a way for them to see the opportunities in their current role. Helping someone explore opportunities and find their passion can be a rewarding conversation.

<p>Begin by tapping into their passion and strengths.</p> <ul style="list-style-type: none">• What are you passionate about?• What are your strengths and key abilities?• What do you want to learn and where will that take you?• What part of your job is a challenge?• What about your job is working for you? What would make it better?	<p>As the person defines what they are looking for, help them shape their vision. These questions may also work if someone is feeling stuck in their current role. These questions can help them reconnect to the job.</p> <ul style="list-style-type: none">• When you took this job, what were the things that attracted you?• What part of your current job uses your strengths?• What would the perfect job look like? How might you get to that job?• How might you expand the portions of your role that fit your vision?• How will you move yourself closer to the ideal job?• What's your next step?• On a scale of 1-5 (5 being "totally agree") how much do you agree that your current role is a good fit for you?
<p>Help the individual set next steps and identify how they'd like to be held accountable.</p> <ul style="list-style-type: none">• What will you do first?• How can I support you as you move forward?• Remember – write it down, share it and identify an accountability partner.	