

## *Comprehensive Coaching for Mid-Career Changers*

Introducing a new Career Exploration, Development, and Transition Model intended for mid-career changers who are

- Unsure about where they want to go next
- Fed up and feeling uninspired by where they are
- Committed to finding and engaging in enlivening, rewarding work

This is a topic that is near and dear to my heart. After all, I'm a mid-career changer. In fact, for much of my career path, I've been one of those people who took the 'active-experiment/process-of-elimination' path to finding good work. A few of my divergent career highlights include:

- Decorating éclairs at a famous French bakery.
- Acting opposite Sylvester Stallone and Antonio Banderas in an action-adventure film.
- Serving in the U.S. Navy as an Aircrewman, Aviation Electrician, and Electronic Warfare Operator.
- Facilitating adoptions of cats and dogs that, at one time were scheduled to be euthanized, with individuals and families who could provide permanent, loving homes.
- Managing enterprise-wide software development projects.
- Designing customized technical leadership development programs for a high-tech, international corporation.

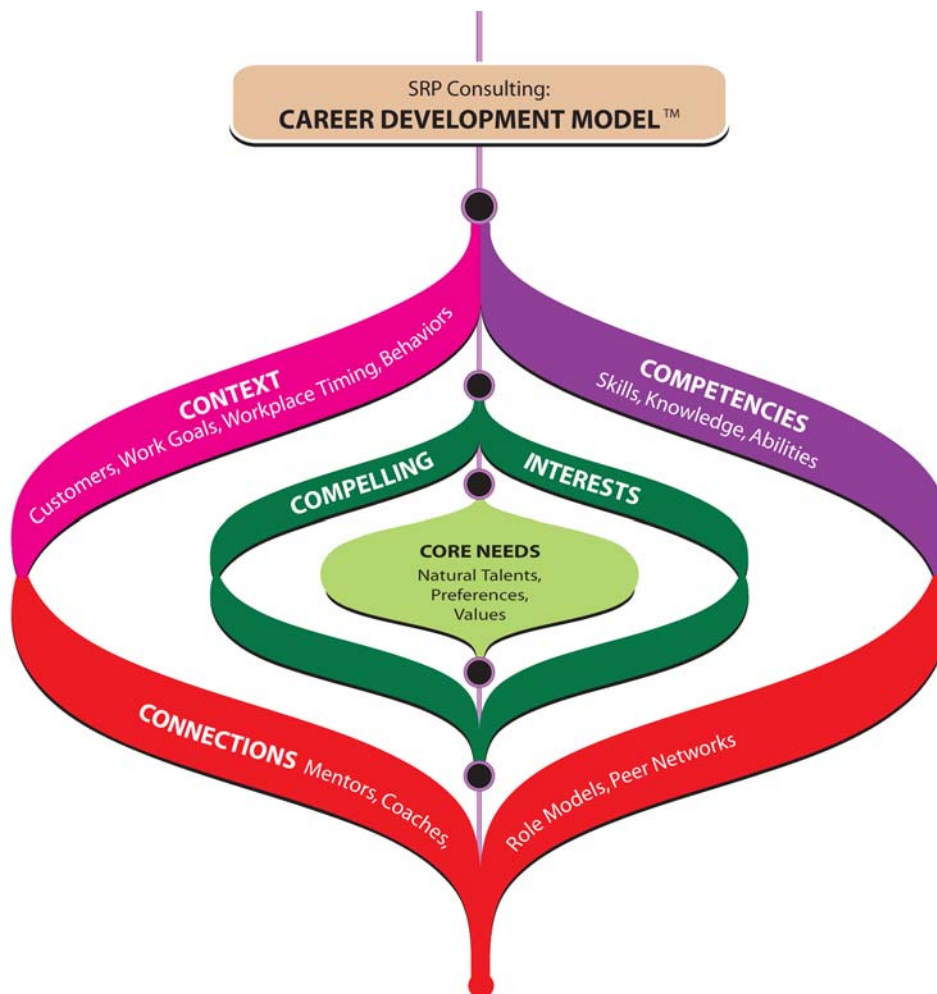
I'm curious... do you see the underlying pattern in these differing fields that connects such interests together? I sure couldn't. That is, until I spent three years taking a deep dive into my experiences, talents, needs, and dreams. I took every career assessment I could get my hands on. I engaged my heart, mind, body and spirit in exploring big career questions. I participated in large and small group workshops, seminars, conferences, retreats, triads, and one-on-one coaching. I filled journal after journal documenting my personal journey. Today, I feel clear about what I want to bring to the world through my work. And I'm feeling enlivened.

I also learned some ways to optimally streamline my own deeply rewarding, yet lengthy process, while preserving my intention to offer a holistic, comprehensive approach to career coaching. This transitions model involves a full range of career coaching and career documentation services that help people

- **Find Clarity** regarding their Core Needs for a career.
- **Become Enlivened** by calling forth new possibilities for their future.
- **Get Prepared** to achieve their career objective by creating high quality career documentation.
- **Create Demand** for their work by distinguishing what they offer that's compelling unique.
- **Enjoy Success** through bringing their visions for their work to life.

The starting package I provide to mid-career changers involves a battery of assessments, and four distinct two-hour coaching sessions running weekly.

Coaching Mid-Career Changers through their transition:



1. Core Needs: We are born with our core needs; they remain with us throughout our entire lives.
  - a. What do you need in order to be truly fulfilled?
    - i. Identify your core needs, values, and preferred roles
    - ii. Identify your preferred interaction approaches
2. Compelling Interests and Motivations: Our interests and motivations tend to stabilize around our mid-twenties.
  - a. What really interests and motivates you?
    - i. Identify your most compelling occupational themes, interests, and motivating factors.
3. Context: Some work contexts may remain consistent throughout our work life, yet others are likely to change as our workplaces and clients change.
  - a. Who do you want to serve and who do you want to work with?
    - i. Clarify your ideal clients or customers and who you want to work with.

- b. Where and when will you do your work?
    - i. Clarify where you really want to work and the working conditions that are ideally suited to your preferences.
- 4. Competencies: Some of the competencies we possess will serve us throughout our lives, while others will come and go as our environments change.
  - a. What do you do, and how do you do it?
    - i. Describe your natural talents and skills
    - ii. Describe the knowledge and abilities you already have, and learn what knowledge and abilities you need to acquire for your preferred career
- 5. Connections: Some of our connections will stay with us over many years, and others will come and go as our circumstances change.
  - a. Who do you support, and who supports you, in your career?
    - i. Recognize the qualities you desire in a mentor
    - ii. Recognize your role models and learn how to create new connections with them.
    - iii. Recognize and join the professional and peer networks that will provide ongoing career enrichment

The career landscape presents thousands of job choices that can be overwhelming in their diversity. This approach of Comprehensive Career Coaching helps people quickly identify their values, interests, natural talents, and working style preferences, all of which will help them narrow the vast array of choices they are faced with when selecting a career field. Once a career seeker finds clarity regarding their core needs and interests for a career, then the work of active experimentation, networking, informational interviews, job shadowing can take place within a few targeted areas. As people align their work and workplace to their personal preferences, natural talents, and interests, they will experience much less stress, and greater satisfaction in their work lives.