



## What is Coaching and What Do Career Coaches Do?

**“You cannot teach a man anything. You can only help them discover it within himself [herself].”  
- Galileo Galilei**

Career coaching is an interactive process or 2-way partnership of exploring work-related issues leading to effective action in which the coach acts as both a *catalyst* and *facilitator* of individual and, in turn, organizational development and transformation. Coaching is a means of maximizing individual strengths by working together in a collaborative effort to improve performance and skills.



Career coaches connect people with their passion, purpose, values and other critical aspects of their ideal work. They help their clients learn to manage their own careers, whether they work for themselves or for an organization. This empowers the client as they face the typical 5 to 10 career changes in their life, so that they can continue to grow personally and professionally through their work.

Career coaches facilitate the client's process of developing and implementing job search or business start-up plans to activate the client's true vocation and life's purpose. Leading Org Solutions coaches use the Authentic Vocation™ and Intentional Change methodologies within its coaching practice.

### Career Coaches:

- Connect people with a deeper level of motivation than “just a job;” clients **discover their passion and purpose** to guide their decisions, empowering them to choose work they love, make a good living and still have a balanced life.
- Distinguish themselves from career counselors and consultants by **building capability in the individual client and getting results in real time**, which leads to creating proficiencies, not just the ability to overcome deficiencies.
- Help others to **achieve new skills and competencies to become more effective.**
- Probe for openings that lead to **long-term developmental opportunities** rather than providing just a “quick fix.”
- Create effective **coaching interactions** through listening, providing feedback, asking powerful questions, modeling and mutual sharing of experiences and opinions to create agreed-upon outcomes.



- **Remove roadblocks to career progress**, including such developmental needs as communication, interpersonal skills, limiting beliefs, incomplete awareness of marketable skills, lack of purpose and more.
- Improve clients' **ability to market and sell themselves** in the job market regardless of economic conditions.
- Increase individual' **full potential for career growth** and **future earning power** through continuous learning.
- Assist clients in becoming "**career self-reliant**," taking accountability, control and ownership of their own career development.
- **Enhance their clients' job satisfaction and motivation** through a process of self-reflection and discovery.
- Increase the client's awareness of career paths and **enhance fit** to achieve "right person/right job."
- Improve the capability of individual to **manage constant change and transition**.
- **Blend training, career development and coaching** for clients, as applicable in support of helping to create new positive habits, ways of thinking and skills.

#### **Coaching is not:**

- An opportunity to correct someone's behaviors or actions.
- Directing someone to take actions to meet goals.
- Being the expert or supervisor with all the answers.
- Therapy or psychological process that may be deemed as therapy.

*“Benefits of coaching can go beyond the individual coaching experience and can lead to: improved working relationships between manager and direct reports, the development of more productive teams, and a more effective use organizational resources.”*

***To get results and to learn more about how to enhance your personal and professional capability, contact Leading Org Solutions at 720-271-0484 or Email us at [info@leadingorgsolutions.com](mailto:info@leadingorgsolutions.com). You can also visit our **Contact Us** page on our website via [www.leadingorgsolutions.com](http://www.leadingorgsolutions.com). Your initial telephone consultation is free.***