

# Learning Triggers – Career Transition coaching support

As we have either experienced ourselves or seen with our friends and colleagues, job and career changes are increasingly common due to the uncertainties of the economic environment, technological changes, and new attitudes toward work. Whilst these factors have always been present, the pace of change has quickened dramatically in the last decade.

Transition affects us all and it is not just work transition we have to cope with. Hughes and Graham's (1990) identified six life roles (relationships with self, work, friends, community, partner, and family) that go through cycles of initiation, adaptation, reassessment, and reconciliation. At any time, we may be at a different stage in each of these 6 roles simultaneously. The conflict or lack of congruence between two or more of these role cycles may spur the process of career change. So, on this basis, career decision making is actually a series of continuous choices across the life span and not as most of think, a big one off event, that we wrestle with.

Personal reactions to transition vary. It depends whether the transition is forced upon us or planned and within our control. Sometimes change is abrupt or slow and gradual. People's emotional response can range from elation to disenchantment, disorientation, feeling scared. Everyone deals with such major changes in their own way but we can identify a number of stages that people might go through.

- Shock and Denial
- Distrust
- Anger and Guilt
- Depression, Anxiety and Stress
- Regret

Readiness for change depends essentially on four factors. Career Coaches can use this structure to help people think through what they want and need at such times:

Self	Look at an individuals response to the change and what's driving it
Situation	Look at the changes that have occurred in roles, relationships, routines, assumptions as a result of the transition
Support	Examine what sources of help and network exist
Strategies	Determine an action plan to change the situation, change its meaning, or change oneself and achieve the goals that get you where you want or enroute.

So, where do Career Coaches come in? Think about it. We are constantly going through some form of transition all the time. Wouldn't it be nice to acquire the skills and tools to help you throughout your life as well as in the moment of career change? Many of the techniques used are similar across the range of situations that coaching can be used for e.g. business or life coaching.

Typically, career coaching focuses on working with people who want to improve their job satisfaction, change jobs or make a career change. Typical scenarios range from, changing profession, re-entering the work force, improving the current job, creating a healthy balance between work and life

The process will help you

- explore and better define what you excel at (the how and the what)
- Clearly identify your career objectives and create a vision of your ideal career and lifestyle.
- address the issues impacting your career; look at ways of harnessing successes and removing obstacles to achieving your goal
- help you think through both short-term and long-range career strategies
- develop a sense of direction and set goals to achieve the vision

- assist you in developing and managing a successful job search campaign
- begin new jobs and use the new self-awareness of work style, etc. to get off to a good start and build good work relationships

Essentially, the benefits are helping people to:

- determine life/career goals that fit them well and determine a plan to get there.
- search for jobs effectively.
- move effectively into new management or leadership roles.
- have access to a confidante, advisor, career strategist and a sounding board, which facilitates the process of heightening self-awareness and self esteem and increasing an individual's self-management and job search skills.