

## THE CAREER CONVERSATION

The purpose of the Career Conversation is to help people make progress in their career...not just in their role. People don't work for companies, they work for people. And as such, we coaches have a great opportunity to have Career Conversations that help others see the art of the possible.

## **RULES OF ENGAGEMENT**

Frequency	As requested
Duration	No more than 60 minutes
Preparation	Coachee: Understanding of where career is headed; Likes and dislikes; Larger goals for next stage of growth Coach: Working knowledge of how to conduct a Career Conversation
Execution	Knowledge: Ask great questions; Challenge the responses; Guide coachee to set an ambitious path Skill: Frame what you are hearing back to coachee to understand if you are seeing the picture; As the picture becomes clearer, adjust the frame to help coachee see different possibilities  Discipline: Challenge coachee to expand the field of possibility
Outcome	Design coachee's next stage of growth

## **AVOID THESE TRAPS**

- 1. Lack of preparation by coachee
- 2. Failing to set ambitious goals
- 3. Coach being too prescriptive
- 4. Failing to list specific, concrete next steps



MINDSET

Future: How might I help my coachee identify career aspirations?

KNOWLEDGE

Expand field of possibility

Bring a POV

Sketch longer term goals

SKILL

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Social & emotional needs

Give examples

Probe for unspoken interests DISCIPLINE

Exhibit openness

Make connections

60 minutes or less

OUTCOME

Guide future direction

