



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	<p>Coachee: Understanding of where career is headed; Likes and dislikes; Larger goals for next stage of growth</p> <p>Coach: Working knowledge of how to conduct a Career Conversation</p>
Execution	<p>Knowledge: Ask great questions; Challenge the responses; Guide coachee to set an ambitious path</p> <p>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</p> <p>Discipline: Challenge coachee to expand the field of possibility</p>
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



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