

Career Coaching

Your key to unlocking professional growth and well-being



NAIOP
DL»DEVELOPING LEADERS
NORTHERN VIRGINIA CHAPTER

C. Kat Grimsley, PhD

May 16, 2023



C. Kat Grimsley, PhD
May 16, 2023



What is well being?

What is well being?

Building a life of vitality, purpose, resilience, and engagement.

What is well being?

A state in which an individual realizes their own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and feels they can contribute to their workplace.

What is well being?

Tied to your career!



Common Career Questions

- How do I get my career started?
- How do I set goals and objectives so I continue my professional growth and an upward career trajectory?
- What can I do if I feel stalled or in need of change or more fulfilling work?
- How to manage a career pivot to a different industry sector (not just a new job in the same field)?
- When does it make sense to make a complete career change?
- How do I handle difficult situations at work (tough boss, interpersonal issues, etc.)?
- How can I ask for a raise or promotion?

Your support toolkit

Consulting

Mentoring/
Advising

Career Coaching

Life Coaching

Therapy

Tells you what to do

Partners to empower you

Your support toolkit

Consulting

Mentoring/
Advising

Career Coaching

Life Coaching

Therapy

Direct instruction

- You should do X then Y
- You need to do Z
- Someone else solves the problem quickly

Tells you what to do

Partners to empower you

Your support toolkit

Consulting

Mentoring/ Advising

Career Coaching

Life Coaching

Therapy

Based on personal experience

- I did X (so you should try X)
- I would do Y
- Get ideas about how to solve the problem while networking

Tells you what to do

Partners to empower you

Your support toolkit

Consulting

Mentoring/
Advising

Career Coaching

Life Coaching

Therapy

Customized to YOUR personality & needs

- What options do you see?
- How can you turn A or B into opportunities?
- Growth oriented: build skills & resilience for future challenges

Tells you what to do

Partners to empower you

Your support toolkit

Consulting

Mentoring/
Advising

Career Coaching

Life Coaching

Therapy

Not specifically career focused

Tells you what to do

Partners to empower you

Your support toolkit

Consulting

Mentoring/
Advising

Career Coaching

Life Coaching

Therapy

Diagnose & Treat

Tells you what to do

Partners to empower you

What is coaching?

Career Coaching

The International Coaching Federation:

Coaching is partnering with clients in a thought provoking and creative process that inspires them to maximize their personal and professional potential.

Tells you what to do

Partners to empower you

What is coaching?

Career Coaching

George Mason University:

Coaching is an intentional conversation in which the coach uses inquiry and feedback to support self-directed learning, increased self-awareness, and an enhanced capacity to thrive.

The coaching approach is built on the science and application of well-being, resilience, and strengths based leadership.

Tells you what to do

Partners to empower you

Ways Coaches Specialize

By client age / career stage:

- Executives
- Developing leaders
- New graduates

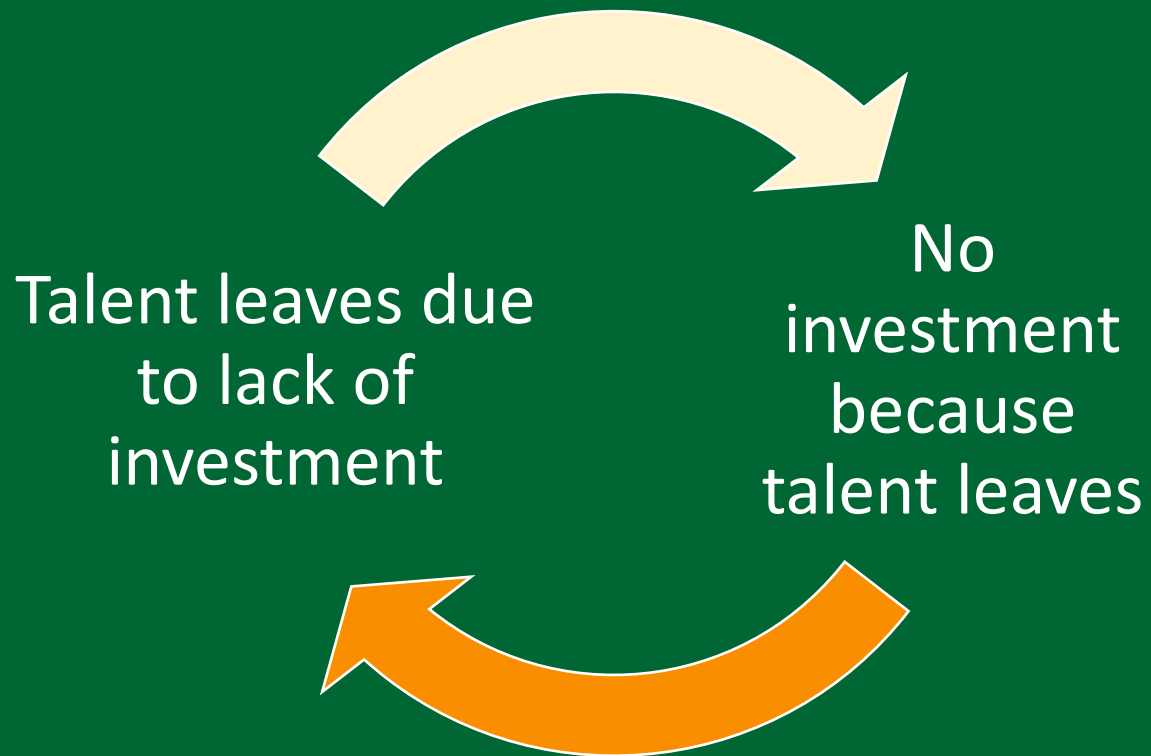
By areas:

- Teams
- Career planning & goal setting
- Career pivots
- Well being
- Transitions
 - ✓ Promotions
 - ✓ Retirement

By industry or specialty:

- Medical doctors
- Federal employees
- Commercial real estate

Advocating for your career



SOME RESOURCE IDEAS

- Alma mater – career services (advising)
- Assessments – learn about yourself
 - ✓ Predictive Index
 - ✓ Hogan Leadership
 - ✓ DiSC
 - ✓ Clifton Strengths Finder
 - ✓ Enneagram (free)
- Make the case – discuss coaching with your employer



Questions?