

# Junemitchell

Clinical Therapy, Professional Coaching, Training & Workshops

## Professional coaching

Professional Coaching aims to develop personal transition by drawing out a person's potential. Coaching of this kind makes no assumptions; rather it seeks to build internal resources and external choices. It is delivered in a non-directive way with the coach often acting as a sounding board for the individual.

This kind of individualised development is becoming more valuable in identifying current obstacles to success, using areas of strengths and working in areas of development in personal performance.

Professional Coaching skills, principles and methods offer a radically new perspective to individuals and organizations looking for developments in different life areas, and effective and innovative development solutions for their people, managers and executives.

### Developing awareness of influences

The ultimate goal of coaching is to enable a person to be more aware of themselves, their own resources and be able to act independently. Most people need to gather information for this to happen. They may also need reassurance and support before they can reach their goals.

Coaching encourages awareness of your own 'state' and offers you techniques to choose your state for effectiveness. Your environment, current skills, beliefs and values influence all aspects of your experience at work. Coaching will help you gain deep insights into how this affects you.

### Identifying your situation in the workplace

It can be very easy to be complacent about work place situations. However, if you are wanting your work situation to be different, and you feel you have very little influence over it, you may be 'banging your head against a wall'.

Sometimes we cannot change the situation we are in, however the good news is we can take control of how we respond to it. Identifying your current situation and what you can change for yourself and creating more choice is the focus of this aspect of coaching.

### Resolve personality differences

There are usually several issues that result in personality conflict, although having an understanding of another's perspective is often helpful before taking action.

A useful pre-supposed belief in coaching is 'The means of the communication is the response that you get'. If one person is communicating something and the other person doesn't understand - whose fault is it? If one person gets upset, angry or annoyed whose fault is it? This helpful pre-supposition suggests the lack of understanding is the responsibility of the communicator.

Coaching provides insights to help communication and techniques to deal with difficulties in conflict.

Help with.....

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Identifying your situation in the workplace

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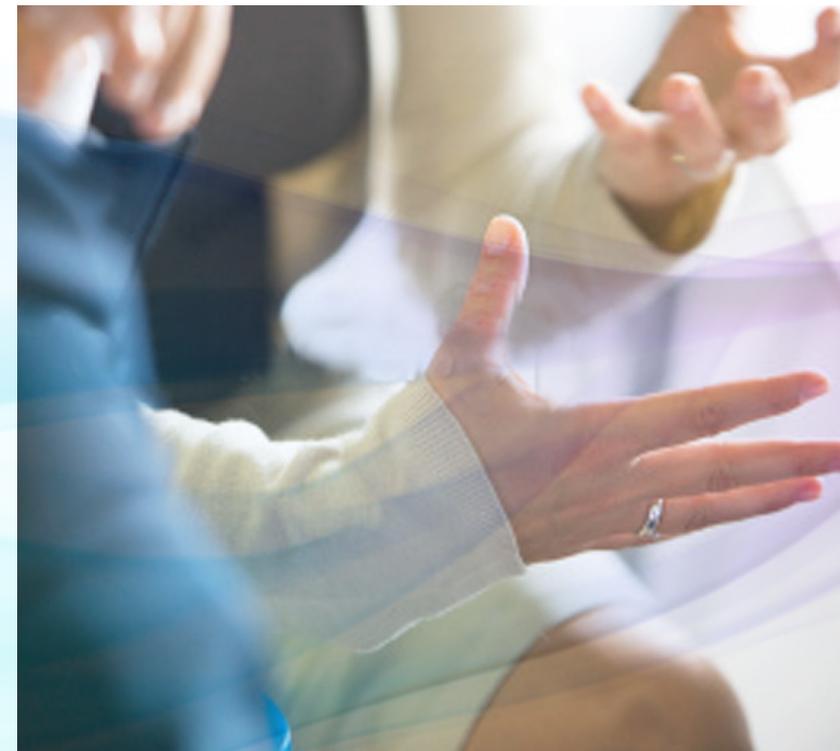
Working with change

Meet the new needs of the workplace

Planning for your own career needs

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### Working with change

The economic climate is changing and most of us are experiencing the effects of this in the workplace. There are often more demands put upon us, with less time and resources allocated. People and teams, departments, businesses etc are working to stretched capacity.

Outcome setting, planning, identifying obstacles, time management and developing motivation are essential skills needed when working with change.

Coaching offers a different type of support from the usual 'leadership and management' training, and specifically aims to give personal tools that can be used to help handle what may be difficult decisions, emotions, and management processes during periods of change.

### Meet the new needs of the workplace

Meeting current and new needs is a common occurrence in today's workplace. We often need to up skill ourselves and increase our capability and capacity. We are asked to meet challenging and changing needs.

The benefits of coaching are not restricted purely to management of change. It is used to support and further enable high performance.

Increasing levels of resilience, coping capacity, engagement and psychological wellbeing as well as identifying what is needed and developing strategies to meet those needs is how coaching can help.

### Planning for your own career needs

Coaching for your career success involves creating a compelling vision of the work life you want. Whether you are thinking of a beginning searching for your career, planning a career transition, or starting a new business, coaching can help you focus on the results.

Whatever plan you create, it will include motivating goals, specific strategies and actions steps. Coaching provides encouragement, focus and accountability to keep you on track and moving.

Your planning may be towards a new career, or take the next step in your existing career, or launch a new business. Whatever your goal is, coaching will help you realise the resources for your future.

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