

# THE WHEELS OF LIFE



CASE STUDY – CAREER

NOEL POSUS

SARAH HUE-WILLIAMS

CLAIRE STRETCH

# Case Study – Career Wheel of Life

## Case Study Construct

All case studies for The Wheels of Life site have been compiled from real-life coaching sessions conducted by Master Coach, Noel Posus. That said, all identifiable client information has been removed, and where necessary, some specifics of the coaching process may have been edited to ensure anonymity of the client and/or to condense a lengthy coaching relationship into a smaller, more manageable format to read and study.

In some cases, a composite of various clients has been created to make a case study which covers more potential scenarios in one document.

These case studies are high level only and will not go into extraordinary detail regarding conversations between coach and client. The purpose of our case studies here is to be able to identify the presenting objective and/or issues of the client, and how The Wheels of Life tools supported the overall coaching process, and to explore the outcomes which can be both directly and indirectly related to the use of these tools.

## Client Overview

The client presented with the following Career-related life coaching goals:

- o The client came to coaching stating that they had never really planned their career and had just gone from one job to another, generally in the IT industry, but really didn't know where they were heading with it all.
- o They also indicated they might be interested in possibly changing careers but didn't really have an idea of what that could look like.

Also interesting to note, the client accessed life coaching through a benefits programme through their work where employees could access a coach for four sessions at a reduced rate. No reporting on the coaching or the names of employees taking up the offer are provided to the employer (only statistics about the number of employees taking up the offer to determine whether the company may want to subsidise the programme in the future as part of a much bigger human resources strategy).

## Wheel Scores

Below are the measures the client in this case study identified for themselves. Please note that in some situations, not every "pass" of The Wheels of Life tool the coach and client worked with, was necessary to complete. In such cases, that "pass" column will be left blank and a comment within the case study referencing that will be included.

KEY:

SP Satisfaction Pass

PP Positivity (attitude, energy and/or effort) Pass

NP Negativity (attitude, energy and/or effort) Pass

RP Resourcefulness (internal strength and return on investment) Pass

IP Importance Pass

NA Used if the client identifies the category is not applicable

Environment	SP	PP	NP	RP	IP
Vision and Strategy	1	1	1	NA	10
Skills and Competency	7	5	6	NA	8
Personal Development Plan	1	1	3	NA	8
Professional Development Plan	5	5	8	NA	10
Attitude and Outlook	7	5	5	NA	8
Values Driven	4	1	6	NA	8
Open to Opportunities	6	1	0	NA	8
Seizing the Day	1	1	4	NA	10
Supporting Others	4	6	5	NA	8
Commitment to Self	8	2	6	NA	10

## Methodology

After completing the Satisfaction Pass, the client identified that there were some key things missing for them:

- No vision or strategy for the future
- No personal development plan (had never done one before)
- Their professional development plan at work was more of a formality performed each year but didn't really mean much
- They had never really identified their values before or understood the impact they could have on career
- They were "horrible" (client's word) at Seizing the Day
- They would like to support others but they're so busy doing their own job that they don't really get to do it AND that they often don't understand how to do it well for what the person really needs

We then explored the Positivity Pass, where the client identified that they really hadn't put much energy into anything other than trying unsuccessfully to be there for others. They noted that there was a significant lack of putting positive energy into helping themselves.

For the Negativity Pass, the client stated that there generally wasn't a lot of negativity as they hadn't really thought about certain things before and therefore couldn't have been negative. That said, they did note that they were getting very frustrated with a meaningless professional development plan and opportunities at work.

We decided to skip the Resourcefulness Pass as something to "mark" but instead took some time to compare the Positivity Pass and Negativity Pass marks, side-by-side, and talked about "cause and effect". From this conversation the client realised that they needed to be taking more responsibility and action for their own career development and that sitting around and waiting for someone else to do it for them wasn't going to be helpful in either the short or long term.

When the Importance Pass was completed, the client rated nearly everything very high, and still chose Vision and Strategy, Professional Development Plan, Seizing the Day and Commitment to Self as the priorities for us to work on.

The first session went for two hours. Knowing that we only had three more sessions to work together, we agreed to putting in a lot of "fieldwork" exercises in between sessions so the client was more likely to get greater desired outcomes from the process.

The first fieldwork assignment was to create a Letter from the Future, from ten years in the future where the client was writing to themselves from that future point. In the letter, the client was required to talk about their career progression; where they were at now; how they got there; who helped along the way; what they studied, what were the achievements; what were the challenges; what did they learn from both. The client was given a Values Exercise to also complete.

This was a combination of a creativity exercise, one for brainstorming and also a way of “safely” getting out the ideas the client already had in their head without having to really commit to anything just yet.

At our next session we discussed how attractive the future vision was for the client and what parts of it they really wanted to happen and felt were possible. From there, we created a Professional Vision Statement, where the client had to come up with a simple phrase to summarise the reputation they wanted to have earned for themselves within ten years.

The next fieldwork assignment was to develop their own professional development plan with objectives, strategies, tasks and measures for the following categories:

- Personal Development
- Interpersonal Skills
- Leadership Skills
- Technical Skills
- Complimentary Skills

At the next session the client presented their first draft, which we worked through, edited and enhanced. We also talked about Seizing the Day and what that meant for the client and we created an affirmation for the client to say daily (or numerous times a day) as a regular reminder of their commitment to themselves and to seizing the day. The client also bought a leather and silver bracelet that they had wanted for some time but kept hesitating to buy. They moved past the hesitation and seized the day to buy the bracelet, which we then “named” as the Affirmation Anchor. Every time the client looks at the bracelet it is a reminder of their affirmation and their commitment.

We then took a break for one month so that the client could do their final fieldwork which was to start implementing the strategies in their Professional Development Plan.

After one month, the client and I got together to review the progress, design solutions for roadblocks and make new plans. This was our last session, which we both agreed was a good end point.

## Outcomes

The client was very pleased that they had been able in such a short time to develop a personal/professional vision for their career, to have developed their own Professional Development Plan which they were in charge of, and that they now had new daily inspiration strategies through the affirmation and the anchor.

The client celebrated also how much progress they had made on their own professional development plan, including picking up an internal mentor at work and an external mentor in the industry to support them over the coming year of their plan.

At the end of working together, we completed another Career Wheel of Life assessment, the results of which are shown below.

<b>Environment</b>	<b>SP</b>	<b>PP</b>	<b>NP</b>	<b>RP</b>	<b>IP</b>
Vision and Strategy	10	10	0	NA	10
Skills and Competency	8	10	2	NA	10
Personal Development Plan	9	9	3	NA	10
Professional Development Plan	10	10	4	NA	10
Attitude and Outlook	9	10	3	NA	10
Values Driven	8	5	1	NA	10
Open to Opportunities	10	8	0	NA	10
Seizing the Day	10	10	3	NA	10
Supporting Others	8	8	1	NA	10
Commitment to Self	10	10	2	NA	10

## Contacts

To discuss your ongoing development needs and/or any questions, please contact Noel Posus, Director and Master Coach for Incredible Awareness, which The Wheels of Life service is a part of.

Noel Posus

E: [noel@thewheelsoflife.com](mailto:noel@thewheelsoflife.com)

W: [www.thewheelsoflife.com](http://www.thewheelsoflife.com)

W: [www.incredibleawareness.com](http://www.incredibleawareness.com)

W: [www.askacoach.com](http://www.askacoach.com)