

## Career Coaching Practicum – 1 (10/17/16)

### Coaching Consultations

How do you demonstrate your Coaching presence on Coaching consultations?

- Does your language match the client's language?
- Does your energy match the client's energy?
- Are you overly structured? Or Do you follow the conversation?
- Are you formal or open?
- Are you in a place where your Coaching presence is apparent
- What is your Coaching presence: playful, fun, humorous, supportive
- Do you create a space for the client to be themselves?
- Do you share about yourself in a personal way?
- Do you let the client know what experiences you've had that relate to their experiences?
- Do you instill confidence in them that they will achieve what they want to achieve?

Tips from the team:

- Ask what do you want to get out of this call?
- Do spot Coaching or short 20-minute demonstration.
- Help them understand that they've just experienced Coaching and help them see the value in it
- Ask, how was the Coaching helpful?
  - And was the Coaching helpful? – to get them into a "yes" rhythm
- Ask for the business:
  - Are you ready to start your Coaching engagement with me?
  - What days are good for you? These are the times I have available on Tuesdays.
  - Which would work for you?
- Give the client a mini assignment with a date when you will discuss the assignment to see the value of creating accountability and to give you a scheduled call to touch bases with them

Recording of a Consultation will be up on the GPSI website soon

### Job Search Topic

- [Boomerang Employees](#)
  - 76% said that they are more accepting of hiring boomerang employees than in the past."
  - My current motto is: "Come to LinkedIn, become part of our family, stay as long as you feel challenged and fulfilled. We will help you get to where you want to go, whether that's here or somewhere else. Oh, and if you want to come back to LinkedIn for the right opportunity, the door is always open!"

### LinkedIn

- **LinkedIn Questions**
- **Demonstration**
  - Profile - Skills Section
    - You can now move all Skills Around now, even if they have endorsements

- Endorsement Campaigns
- Endorsements Campaign – will add example to LinkedIn page
- [Job Seekers Can Now Signal Recruiters That They are Open To New Job Opportunities, without their Employer Knowing](#)
  - Preferences tab on the Jobs home page.
    - "To protect member privacy we're only surfacing that within LinkedIn Recruiter, and we won't share that information with anybody at their current employer"
  - When recruiters hover over an Open Candidate's profile summary, a dropdown box appears with details on roles the person is interested in, his or her willingness to work remotely or relocate, the available start date, and more.
  - Share Your Profile When You click apply: "We're now giving [applicants] the option to share their profile when they start applying to your job, which will double or potentially triple the number of candidates in your applicant pool,"
  - Future:
    - Redesigned desktop user experience, an overhaul of the Career Pages product, a smarter messaging function, a personal assistant bot to help with scheduling meetings, and Recruiter System Connect, an enhanced integration between LinkedIn Recruiter and customers' applicant tracking systems.

### Discussion

- Client LinkedIn Reluctance
  - Picture
  - Contact Information
  - Concerns about Company Confidentiality
  - Fear of Putting Information Out there
  - Not understanding how much it is used
    - 95% of recruiters use it.
    - All hiring managers will go look at your profile
  - Fear of Ageism
    - Using LinkedIn shows Tech Savvy
    - Don't have to put all of your jobs
    - Don't have to add years you graduated from College and Grad school
  - Don't understand the difference from other Social Media. Don't understand how controlled it is.
- We need to have excellent LinkedIn Profiles – pick one action that you will do by the next time we meet to improve your LinkedIn Profile (share)
- **Demonstration**
  - Review a LinkedIn Profile together
  - [New: LinkedIn Profile Development Document – \(will add to DonnaSchilder.com, not GPSI website\)](#)
  - [LinkedIn Profile Development Document - Example](#)
- **LinkedIn Questions**

## Future Topics

Send me topics of interest.

Review and volunteer for peer presentations.

### CAREER EXPLORATION

#### 1. Career Matrix Review

- Excel Career Matrix
- Google Documents Career Matrix

#### 2. Client Case Reviews

### JOB SEARCH

#### 3. LinkedIn Presentation - [Chris](#)

#### 4. Supporting Clients Who are Seeking Jobs That Cut Across Industries

- a. Human Resources
- b. IT
- c. Accounting

#### 5. Supporting Clients in Determining Target Industries - [Katie](#)

#### 6. Functional Resumes Vs. Chronological Resumes

#### 7. Job Interview Preparation - [Ariana](#)

- How do you do it Coach clients for Job Interview Preparation?
  - 5 Interview Stories
  - Help select interview questions to practice
  - Practice aloud and/or with a friend
  - Mock interviews with feedback
    - Model how they could answer the questions more effectively

#### 8. LinkedIn Review of Good Profiles & Coaching Demonstration (rotated through participants)

- a. Professional
- b. Business Owner
- c. Review Revisions to Your Profiles Where Requested

#### 9. Client Case Reviews