



A Coaching Story*

Moving from anxiety to freedom

When Mike came for coaching he was in a serious state of anxiety because he was in a temporary job and the end was near. As a result of coaching, Mike is in a new role that fits him very well. His organization is benefiting from a fully engaged and fulfilled Mike who is leveraging his in-born capabilities to the fullest for the good of his organization, all its constituents and society in general! How did that happen?

Mike is a college graduate in his early 30's. Since graduating from college, he had held several jobs within three organizations. Each change had been accompanied by very little forethought on his part. This trajectory was having a negative effect on every other sphere of life. He was ready to go through a focused and determined process to find the right career fit!

He came from a good home, enjoyed good relations with his parents, his friends and employers. A personality survey showed that he was a team player, very accommodating, engaging, loyal and harmonious. He also enjoys helping, encouraging and cooperating with others, carrying out clearly defined tasks, and having clear daily routines. Conflict and unexpected change cause him significant stress. Another personality survey showed that he craves peace and harmony and that it is important to him that everything around him seems settled.

Armed with this information and the information gleaned from coaching sessions it slowly became evident to Mike that his strategy for living was to disengage. He acknowledged that he lived his life as if he was the frame around a picture. He observed life from the safety of the sidelines. He avoided conflict at all cost.

While in some ways he was embarrassed to learn this, he continued to seek more self awareness and personal insights. He began to notice that the growth from these insights was not only helping him change the direction of his vocational future but they were serving him well in his temporary role too. He was growing and learning to engage!

Over the course of several sessions, we worked on his reason for coming to coaching – finding the right career fit! He defined himself as a product. In other words, he learned how to clearly articulate the package of competencies and passions he would bring to the organization that hired him. A solid definition of himself as a product allowed him to build his resume in support of what he claimed to be. He identified target companies and industries and began to network.

A few months later and within weeks of his temporary job coming to an end, his temporary employer intimated that there might be a job offer forthcoming. The direction of the coaching shifted to this exciting possibility. Soon he received an offer. Because of the insights he had gained through coaching, Mike was able to engage in negotiations with the employer. During this process, he asked relevant questions, expressed concerns and made suggestions. Each

discussion affirmed his instincts and in the end, Mike was hired permanently into a role he negotiated successfully and understood well.

During the coaching completion session, Mike noted how excited and motivated he was with his new role. He also commented that it was obvious to him that while he had thought a job change was what he needed, what he had learned through coaching was how to begin to live life differently. His self awareness had grown significantly. He was aware of his strengths and also aware of his tendencies towards the uncertainties of life, his need to better practice the teachings of his faith concerning trust and confidence and how he needed and wanted to live his life in a fully engaged manner.

Mike continues to be well regarded by his firm. He recently wrote, **“I have already been entrusted with additional leadership and more responsibility due to my enthusiastic engagement and my newfound willingness to take challenges head on.”** This positive move from anxiety to freedom was in part empowered by a clear understanding of his personality type, the safe and courageous space provided by the coaching alliance and his willingness to be honest, dig deeply and try new approaches. As a result, the world benefits from a fully engaged and more fulfilled Mike leveraging his in-born capabilities to the fullest for the good of his organization, all its constituents and society in general!

If you would like a free Assessment with me to discuss how I can help you achieve the greatest success possible, at work and at home, please call me or [email me](#) and we'll get clear about the best immediate next steps for the success of you and those in your circle!

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****This story was approved by the client. Names and certain facts have been changed to ensure confidentiality. No changes alter the essence of the story.***