

TRACTION: FOR PERFORMANCE & WELLBEING

Traction is a coaching solution designed to support career continuity and performance, at all levels of the organisation. The programme is tailored to meet the needs of the individual, and is a confidential, person-centric intervention, focused on results and positive outcomes.



Employee retention, contribution, performance, and upskilling, are at the centre of the **Traction** solution. Coaching facilitates the deployment of the employee's talents, skills, and motivations towards their career goals, in alignment with the organisation's values, mission and goals.

TRACTION: THE PROGRAMME

6 one-to-one coaching sessions (in person / Zoom) are scheduled at approximately 3-week intervals, seeking to deliver measurable results in:

- Role effectiveness
- Employee engagement
- Career direction
- Employee satisfaction
- Performance
- Employee wellbeing

SESSION 1

Getting to know you

- Current career state; roadblocks and hurdles, dreams, and opportunities
- Create initial coaching and wellbeing goals

SESSION 2

Self-assessment and appraisal, using **Career Values** framework.

- Exploration of current role and responsibilities, purpose of role, alignment with **Career Values**, organisation mission and values
- Create SMART (Specific, measurable, achievable, relevant, timebound) **Career Values** centric and wellbeing goals
- Explain, and invite to undertake a preferred working styles assessment

SESSION 3

Feedback and exploration of preferred working styles results

- Discussion around preferred decision-making styles, motivations and career direction
- Create SMART upskilling and wellbeing goals

SESSION 4

Progress check in and problem solving

- What has gone well? What could go better? What needs to change?

SESSION 5-6

Developing emotional intelligence skills

- Self-assessment, feedback and upskilling of emotional intelligence competencies

MEET THE COACH

Jan Kirkpatrick, Managing Consultant and Career Coach, Adv Dip Cognitive Behavioural Coaching, Member of the Association of Coaching

"I provide coachees with a non-judgemental, confidential sounding board to develop and review goals, generate ideas, and solve problems. Coaching is future-focused and person-centric for tangible results. Using the underlying concepts of positive psychology, as well as the frameworks and methodologies of cognitive behavioural coaching, I can also assess emotional intelligence skills and preferred working styles to provide coachees with enhanced self-knowledge and self-management."



ABOUT MY APPROACH

CAREER VALUES

A contemporary interpretation of Edgar Schein's Career Anchors, Kirkpatrick Consulting has created **Career Values** – a framework of human values most often associated with aspects of career. Through a 30-minute self-assessment and appraisal, coachees can identify and confirm their career values. This process identifies the concepts, practices, environment, and goals that are of the most importance towards finding purpose and fulfilment in their careers.

EMOTIONAL INTELLIGENCE

One of the top ten skills for the 21st century, emotional intelligence underpins mental health, performance, and leadership. In many roles, emotional intelligence (EQ) is seen as a greater predictor of success than IQ. Using the RocheMartin frameworks and coaching tools, as an accredited EQ coach, Jan Kirkpatrick assesses and coaches skills across ten EQ competencies: self-knowing, self-confidence, self-reliance, straightforwardness, self-actualisation, relationship management, empathy, adaptability, self-control and optimism.

WORKING STYLE PREFERENCES

Jan Kirkpatrick is an accredited practitioner of PROPHET predictive role profiling. Using an online 30-minute self-assessment, the coach gains useful insights into a coachee's preferred decision-making styles and motivations. This assessment helps to elucidate how coachees are most likely to perform in a role and organisation, and where coaching can be most helpful. For the coachee, the assessment builds self-knowledge and self-efficacy. This can be particularly useful when recruiting and onboarding.