

COACHING

The structured, challenging and sensitive approach will help you explore how you have been successful in the past, what you need to change and how to make those changes. The building blocks include:-

- Helping you to do some introspection in order to learn about patterns, motivations and blocks
- Explore your leadership and influencing style
- Generate some options for change and development and then tie them to some data via structured approaches like personality profiling

APPROACH AND OUTCOMES

- Become more aware of deeper patterns in ourselves that you may come up against over and over again. If you want to overcome them you might need to get closer to the heart of them
- Become more influential/impactful because you understand yourself and other people's needs and motivations more
- Get more done with less effort by being more direct/targeted in your behaviour
- Be working in the right 'gear'; to remove /overcome blocks to progress in self and others because you are aware of what is holding or anchoring the block where it is
- Make more and better use of the resources available to you – your team, colleagues, your network

A key to successful work is that it is structured and practical and starts with thorough diagnostics and exploration. Diagnosis will often include:-

- A structured look at past work and career patterns that have been established in relation to motivation, effectiveness and blocks.
- Psychometrics like the MBTI that look at style and motivation
- Structured feedback from others like 360 which can be quantitative or qualitative, which can be done in various ways to yield rich data particularly if narratives from work colleagues describe how you behave in certain situations that you are trying to explore.

Interventions to help make the changes may include:-

- Regular structured reflection using diaries
- Process reviews after meetings
- Using models such as Transactional Analysis or MBTI to review and explore interactions with others and establish new behavioural patterns
- Plan and rehearse (in sessions or in less critical environments) practice of difficult behaviours e.g. challenging, giving feedback
- Mapping your network and exploring others' potential to help you
- Working in pairs giving added value to both clients
- Observation in live work situations in-order to be able to give detailed feedback

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