

Career Transitions Unlimited

What's a Job Coach, and Why would you need one?

"It is wonderful what strength of purpose, boldness and energy of will are aroused by the assurance that we are doing our duty."—Walter Scott (1771-1832)

Those in transition, often encounter the challenge of keeping their efforts in an energized state. This challenge applies equally for those out of work and looking, as it does for those working and looking for a change. The crux of this challenge is accountability.

One way to create accountability is to engage a job coach. A job coach is different from a career coach in that a career coach guides you strategically and helps you make career decisions. A job coach keeps you on track during your transition, nourishing you with hope.

You would need a job coach because:

- Despite a major shift in the way job market now functions, most continue to use the same tired methods of job search and hope to get results for their efforts.
- Those who are employed and are unhappy in what they do—nearly 80 percent of those working—are so buried in their work and their survival that they do not have the energy or the focus to do something about getting out and finding their dream job. Those who had accountability landed much faster; some even landing in their dream jobs.
- Those who followed our methodology, 90 percent of them landed faster, saving typically three months for every month of coaching.¹ Additionally, those who received an offer were able to negotiate better packages, typically 20 percent more than originally offered. One VP-level client negotiated and got 40 percent more than the original offer (7/2004).
- When the rules of job searching are turned upside down, those who create their own rules and follow a different path succeed in getting what they are looking for. This is a difficult process to bootstrap without outside help.
- Because it is difficult to get feedback on an ongoing basis on what is working and what is not, job seekers often despair, and give up. If they had some guidance from an objective source their view would be substantially different.

If you are now in a transition, hooking up with a job coach can greatly help your cause and get you to your destination quickly. A job coach provides the following checks:

- Makes sure that you are pursuing the **right opportunities the right way**.
- Plans your transition collaboratively. Keeps you nourished with feedback and on track by setting up an accountability agreement. A job coach can help structure a "stretch" goal otherwise not possible.
- Provides a resource to keep your process moving in the right direction and with the right activity so that you can reach your goal quickly.

Engaging a job coach is a highly leveraged investment and it isn't expensive. Find out how this can work for you; contact us. Also during a transition, timing is everything. Job coaches have the pulse of this because of their involvement with other clients and the job market in an intimate way. Engaging a job coach allows you to tap into that knowledge that is otherwise unavailable.

If you are still wondering about your needing a job coach, please take the following test to ascertain the level of your need.

¹ Based on a sample of 31 clients (2003) and comparing their success with those who made the initial contact but did not engage the service. Landing rates were compared for similar levels of employment, regardless of other factors.

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Transitional Momentum Assessment Tool

#	Item	High 10-9-8	Medium 7-6-5-4	Low 3-2-1
1	I have a clear career objective(s) <i>and</i> a message that communicates it in a compelling enough way that my confidence in them is			
2	For every ten opportunities that I pursue, the number of times I am able to generate interest and get to the next step is			
3	My efforts to bring change in the way I approach my daily routine during this transition have been productive. The extent to which this change is working is			
4	Since I have entered the transition process, I have received rejections. The extent to which I have learned from them (especially after interviews) to leverage that learning in my ongoing campaign is			
5	The degree to which my immediate family members support me in my continuing efforts is			
6	When I see a dream opportunity but lack certain requirements to fully move on it confidently, the degree to which I am able to move on it with some clever idea to conquer <i>that</i> opportunity is			
7	The extent to which I am able to differentiate myself in responding to an opportunity is			
8	I often get overcome by fear, apprehension, and doubt about my abilities to generate interest in getting what I am pursuing. The extent to which I am able to overcome that quickly is			
9	In my ongoing efforts to complete my transition, I often feel alone, despite my network. The extent to which I could continue in this manner is			
10	The degree to which I can hold myself accountable in activities during my transition is			
	Total score			

If you scored 50 or below, it may be worth talking to a job coach and exploring how you can *accelerate* your own transition and complete it with confidence and create a great outcome quickly! Those who score 30 or below are typically found to take 12 months or more before they are able to complete their transition without a job coach ('03-'04 data). Each week lost, pursuing jobs using trial and error takes enormous financial and emotional toll, spiraling down your confidence and self-esteem.