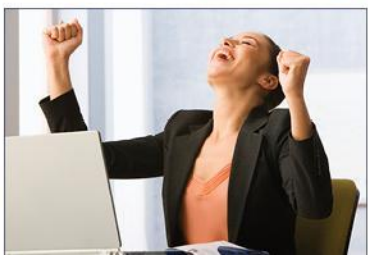


Tools for Transitioning Veterans



&

Networking



CREATE YOUR MOMENT.
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March 16, 2015

Agenda

- What is Personal Coaching?
- Networking
- Questions/Discussion

Options Can Be Overwhelming



What is Personal Coaching?

It is... A conversational technique using powerful questions to reveal reflection.

- A dynamic partnership designed to help achieve personal and professional goals and objectives
- Coaches listen, observe and ask powerful questions that lead to self awareness and personal growth using the individual's inherent wisdom and knowledge
- Coaches customize their approach - no "one size fits all" approach
- The Coach helps the Coachee unlock and discover things not previously thought of or explored

It is not...Counseling, therapy, or consulting.

Counselors/Therapists

- Professionals that work toward healing
- Medical experts trained in behavioral sciences
- Treat and diagnose psychological conditions
- Keep personal feelings and thoughts detached

Fix

Coaches

- Act as a "Thought partner"
- Work with individuals to help enhance individual performance
- Are looking for strengths and possible areas of improvement
- Trained to support achieving a stated desired outcome
- Use personal disclosure as a catalyst to challenge and discover possibilities
- Focus on the individual
- Assist in finding personal solutions and revelations

Reflect

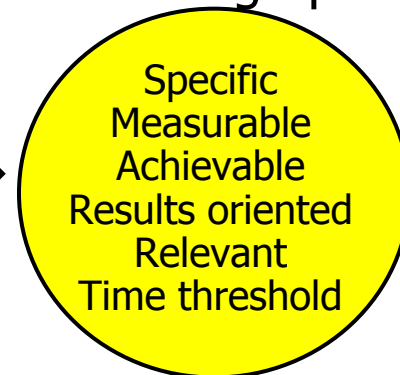
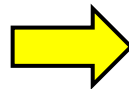
Consultants/Advisors

- Advise clients on how to solve a problem
- Focus on a specific stated result identified by the client
- Provide expertise based on feedback, information and guidance to assist clients in achieving specific outcomes

Guide

Benefits of Coaching

- ❑ Focus is individualized professional development
- ❑ Feedback on strengths, style and possible areas of improvement
- ❑ Increased self-awareness leading to increased confidence
- ❑ Learn coaching techniques that can be applied to life situations
- ❑ Better understand how your behavior impacts those around you
- ❑ Explore opportunities not considered – through powerful questions
- ❑ Identify goals and objectives

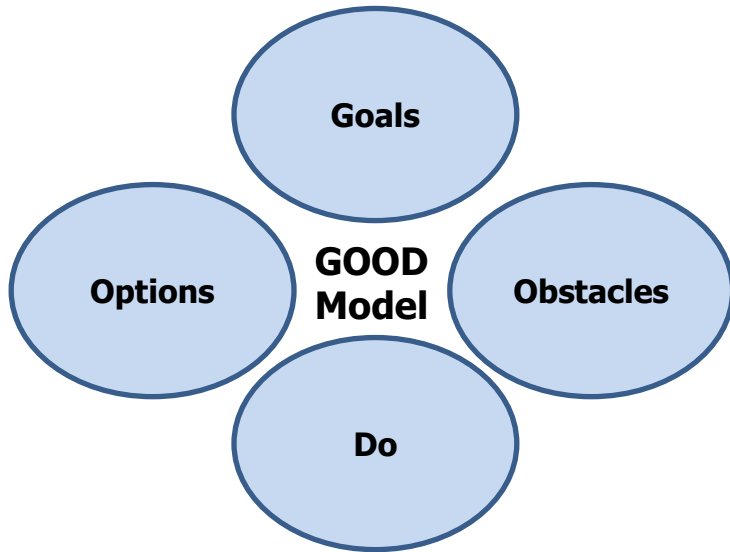


Coaching - Valuable Feedback

- Honest, concise and direct
- Specific and observable
- Sincere
- Actionable and achievable
- Timed close to the action
- Accompanied by support
- Clear about impact and consequences
- Phrased as a positive statement
- NOT exaggerated, labeled or judgmental



Coaching Models/Techniques



Goal
Reality
Options
Way Forward

CAAACS Model

C	Connection
A	Assessment
A	Articulation
A	Action
C	Commitment
S	Support

Other Techniques

- Appreciative Inquiry
- Emotional Audit
- Empathy Audit

Coaching Tools



Myers-Briggs Type Indicator (MBTI) STEP II
Isabel Myers and Katharine Briggs



California Psychological Inventory (CPI) 260
Sam Manoogian



Leadership Practices Inventory (LPI)
Kouzes and Posner

How Effective is Your Network?

- How did you build it?
- How often do you attend networking events?
- What is your approach?
- How do you measure success?
- How do you plan to expand your network?
- What is your network doing for you?
- Are you in the right networking group?



Tips on Networking

- Look for information NOT a JOB
- Build your network from the inside and expand outward – Don't leave out strangers
- Have a plan - know what you want to get out of each networking opportunity
- Do your research and have specific questions relevant to the company, industry or career path
- Have your elevator speech ready and rehearsed
- Have a business or contact card
- Mingle, mingle, mingle...
- Ask questions
- Follow-up
- Stay positive and be patient – Lasting relationships are built over time

Tips on Networking – Social Media



DO

- Maintain your accounts and understand privacy settings
- Limit personal information
- Be interactive – Ask questions and share your opinion
- Remember your audience – **once you post it, you can't take it back**

DON'T

- Forget to proofread for spelling and grammar
- Share too much personal information
- Gamble on humor – everyone has a different threshold

Questions/Discussion

