

Solution Focused Coaching for Careers Advisers

Course Outline



What do you do if your clients don't make progress? Or seem to take two steps back for every one step forward?

There are well researched models of guidance and tools that serve Advisers well in their day to day work. Most of the time, clients respond well and move in the right direction.

Yet there are some clients who seem immune to guidance. They may be stuck in a rut, full of self doubt or dwelling on previous failures. They may even make the right noises, yet nothing changes.

Solution Focused Coaching can be a useful approach to try. It is different because it focuses on exploring how the client wants their life to be, rather than

trying to fix their problems. It also embraces a philosophy that clients have the resources they need to change; we believe in them even if they don't yet believe in themselves.

Content

- **Overview of Solution Focused Coaching.** What is it and where did it come from?
- **Assumptions and Principles of Solution Focused Coaching.** Can Advisers buy into these?
- **Video demonstration** to see the key questions and tools at work.
- **Case studies and skills practice.** Trying to lose the 'automatic pilot' we so often use!
- **Helping a client describe their future.**
- **Looking for exceptions and noticing achievements**
- **Live demonstration** followed by discussion and reflection
- **End of session feedback.** How to help clients see their strengths and progress
- **How can we use this approach in a careers guidance setting?**



Outcomes

By the end of the day, you will:

- Know a different approach that could be successful with some challenging clients
- Have practised different elements of Solution Focused Coaching and become aware of your own habits and mindset
- Have practised using Solution Focused Coaching and received feedback from peers
- Have considered how it could be incorporated into your practice and which clients could benefit
- Have a plan for developing your skills so that Solution Focused Coaching is a readily available option for you

Resources

Every delegate will receive a practical handbook that contains all the information they need in an accessible, bitesize format, including a Quick Guide that can be used while the techniques are being learnt. There is also a list of relevant resources for further study.

*Julie Cooper delivered a one day course on Solution Focused Coaching for all the adult careers advisers in Careers Wales. The training was **really popular** with staff, and managers are already commenting that they can **see people using solution focused approaches** in their work. Julie used **a lively mix** of videos, activities, demonstrations and role plays to help people understand and practice the approach. The course handbook was an **excellent resource** for people to re-visit, very professionally produced.*

Ciara Bomford, People Development Manager, Careers Wales

About Our Training

All our courses give delegates:

- An insight into current thinking and good practice
- A range of practical tools and strategies they can use to help them do the job better
- Space to reflect on their current skills and behaviour

Every course will be enjoyable, engaging, interactive and fast paced. The better the experience, the greater the learning. We always have a light touch and an easy manner that makes it easy to engage with the topic at hand.



Get in touch to find out what we offer and how we can help you.

