



 **DR. JOTI SAMRA, R. Psych.** & Associates Inspiring Individual & Organizational Change

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Incorporating a Values-Based Approach to Coaching

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Barriers & Challenges

Career goals in the context of values-based living

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MH & Autism
MH & Cognitive Disorders/Learning Barriers/Literacy
MH & Self-Regulation/Poor Interpersonal Skills

(MH Care Access Barriers)

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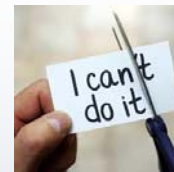
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Motivation & Self-Confidence/Self-Limiting Beliefs

Necessary to be MRD (Motivated, Reliable, Dependable)?

Necessary to be symptom-free before return? (GRTW, Accommodation)

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Have I built and continue to build a trusting relationship?



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Am I doing the heavy lifting?



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Does my coachee want me to solve their problems for them?

9	6		1				
2		3	6			1	
	3	2					
2	3		4	7		9	
	5				8		
7		1	8			3	5
				6	9		
8			2	1		6	
			5			8	2

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Does my coachee think they know all the solutions and thus doesn't value me and my time?



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Does my coachee have a hard time seeing the behaviours they need to change?



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Is my coachee not willing to commit to taking action?



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Is my coachee unable to manage their emotions?



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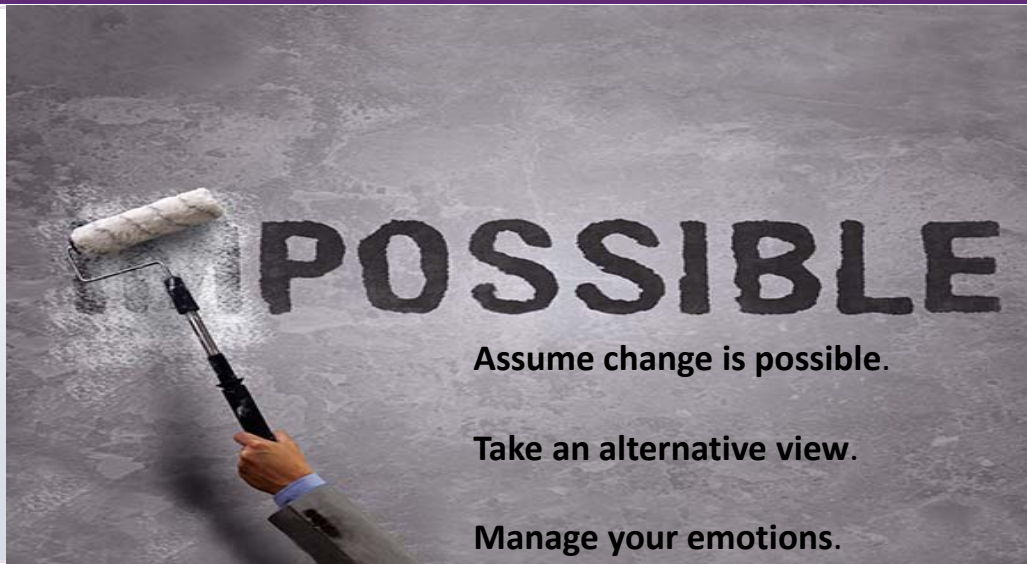
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Assume change is possible.

Take an alternative view.

Manage your emotions.

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Challenge 1: The temptation to 'spoon-feed'
Challenge 2: Dependence
Challenge 3: Lack of coachee commitment
Challenge 4: Poor or ineffective communication
Challenge 5: Directionless Coaching



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The No. 1 challenge Every Job Seeker or Career Changer Faces...



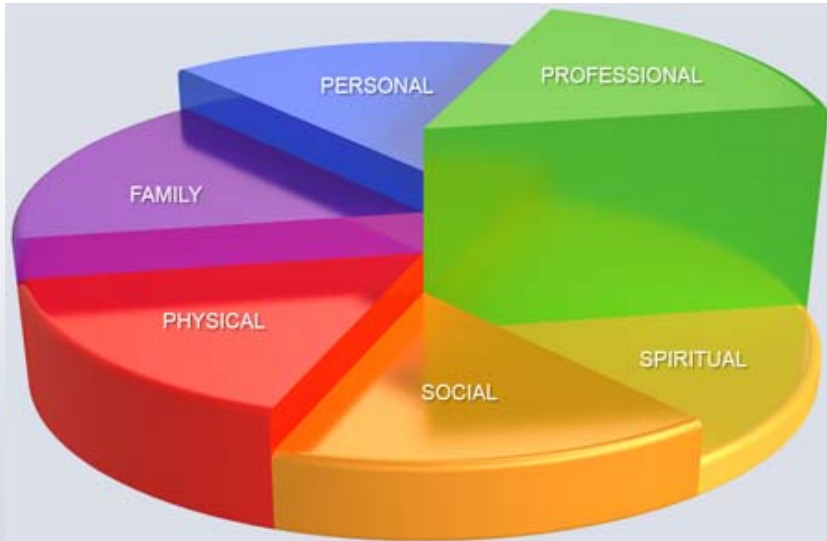
What do you want to do now?

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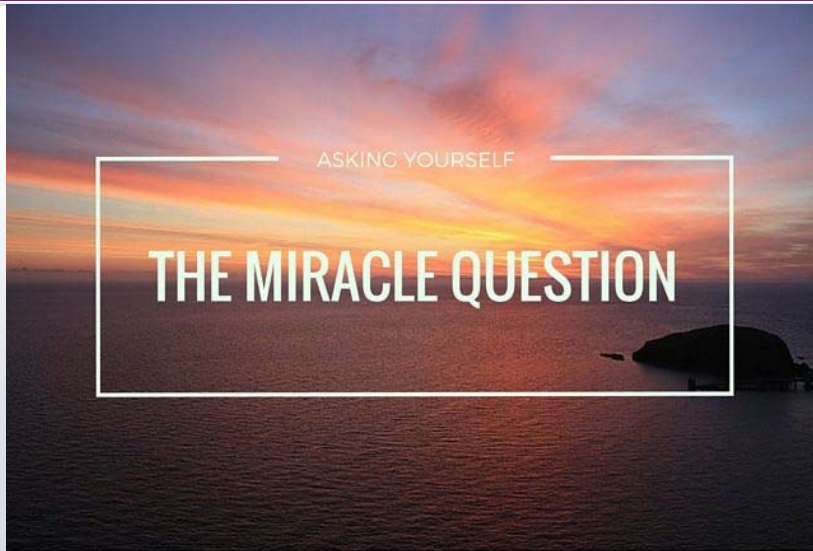
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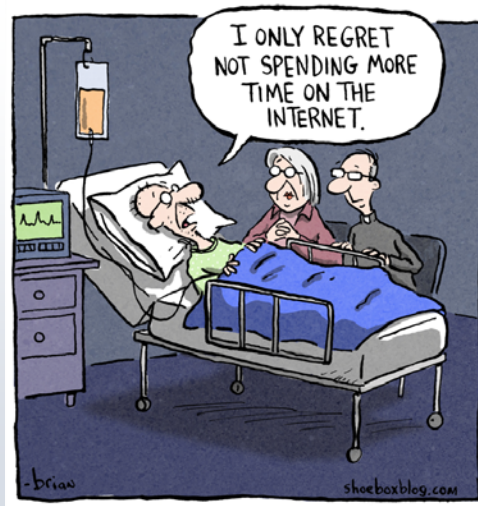
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- People, personality types*
- Work tasks, situations*
- Leaders, managers, coworkers, staff*
- Personal demands, stressors, balance*

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SET GOALS

- 1.
- 2.
- 3.



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GOAL SETTING

- S** SPECIFIC
- M** MEASURABLE
- A** ATTAINABLE
- R** RELEVANT
- T** TIME-BOUND

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The meaning of life is to
find your gift. The purpose
of life is to give it away.

Pablo Picasso

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quotefancy

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