



Values Elicitation for Career

Coach yourself through the following advanced life coaching exercise...

With all areas of life, especially career it is important to take actions and create things that are aligned with a person's core values. If someone simply achieves their career goal, such as a promotion, raise or new job title or gets a new job yet has not made sure that those things are aligned with their values, they may quickly find they are either in that 'same old' tough spot or even a higher level of unhappiness.

Elicit your clients values in the area of career, finance and performance in the beginning of your coaching relationship. When you do, invite them to be specific with one word responses. Remember, it doesn't matter what you think that means, write down what they say exactly. You are going to ask them to empty three times by asking them, 'What is important to you in the area of career' and 'What is important for you to have, do, create or experience in the area of career'. They are going to give you their list, then you are going to say, 'Is there anything else that is important to you in the area of career?'. Then the client may come up with a few more items. Do this a total of three times unless they say, 'Nope that's it'.

If they say, 'Nope that's it', before they empty out three times, show the list to them and also read it back to them. For example, 'You had; love, purpose, financial stability and fun. If you had all of those things in the area of career, would there be anything else that you would want to have, do, create or experience in the area of career?'.

Once you get the full list and they have fully emptied out you will hand them the list and ask them to put it in order of importance with number one being most important to them. Then you will take that list back from the client and re-write the list in order or importance. The top 5

will be their core values and the rest of the list are the rest of their top career values within the area of career.

This exercise will help the client become even clearer about what should be important to them to take action on and what foundational place to build from. It also allows the opportunity for someone to look at what they currently value and where they want to go (their goals) and determine if any additional values need to be added to their list that would have them achieve their goals but that would not be conflicting with any of the other values.

For example, and if you are coaching a client in the area of career and this client sees their list of values but there are no words like; success, financial stability, abundance or money you may want to ask the client if financial stability or abundance is important to them. If they say yes, invite them to add that to the list. The same goes for words that could be used to describe fulfilment, purpose, impact, fun and joy. Many times you will discover that your clients have unconscious programming that 'work is hard' or that 'work is not fun or enjoyable'. If this is the case you can ask them if they believe it is possible to have a successful career and also deep enjoyment of it. If they say no, you have discovered a belief that will limit them in the area of career. If they say yes, you can invite them to add some 'enjoyment' based words to their career values.

Again, do not make any assumptions about what the words on their list mean to them. Ask the client to share their definition for each word.