

TALK

Organization for Personal Management

TALK

Areas:

Career Guidance

Life Coaching

Interaction Management

Interim Management

Child & Parent

TALK uses three different methods for Career Guidance and Life Coaching. Individual Awareness, Group Awareness and Personal Strength. Every person is in another phase of his career. Methods are used accordingly. To create awareness of the individual responsibility and creation of an independent next step is how the methods are used.

- ② Individual Awareness, concentrate on your thoughts and feelings to sense the source of your reactions
- ② Group Awareness, concentrate on the other, who is experiencing the same processes and therefore is your companion and not your competitor
- ② Personal Strength, you are the solution to your questions

- ④ *In the next three slides additional information is given for all of the three methods. Techniques and results will be mentioned.*
- ④ *In the description the word 'partner' is used. This is the conversation partner. Equality is the basis of every conversation. Pointing at the fact that well fitting solutions origin from the partner.*
- ④ *The process is where the conversation is concentrated on. During the process, continuous observations are supported by applying the appropriate techniques.*
- ④ *The ultimate aim is for the partner to get an understanding that he is the one that is in control.*

Individual Awareness

Instruments being used:

- *Listening with full attention to understand the person behind the words*
- *Mirroring, a technique where the partner is confronted with his own words to create the correct understanding*
- *Effectively asking questions, to force the partner in describing his own actions and to value them resulting in a diminishing resistance*
- *Create an Aha-Erlebnis of beliefs, the partner recognizes his own systems (Kegan & Lahey)*

Results:

A person that is more aware and realizes that thoughts and feelings are his own creation and therefore can be changed by himself only.

Group Awareness

- ② Exercises to concentrate on the other and experience the relativity of your own thoughts
- ② To define your own Innovation Technique, a series of actions, illustrative for your own reactions (Innovation techniques of Yumanix)
- ② Conversation techniques to sense your own feelings and thoughts in communication
- ② Create awareness of Meta Thinking to open up and clarify communication
- ② Concretize relations and name them and define your own responses in those relations (Systems thinking)
- ② Knowing your beliefs to realize the consequences of your actions (Kegan & Lahey)

Results:

Being aware of your own responses to a situation, to recognize this response to cope with a situation in a constructive way.

Personal Strength

- ☉ Where are you in your career and what will your next step be (Career Developer van Yumanix)
- ☉ Type-test to recognize your own strengths but also to see the possible shadow side of your actions (internationale MBTI test)
- ☉ Stimulate creativeness (Out of the Box technieken)
- ☉ Solution driven advice to explore new possibilities for a next step
- ☉ Behavioristic methode (Brief Coaching), the partner concentrates on changing behavior to stop the negative effects of his old behavior

Results:

The partner sees himself as an the independent actor. He maps out his own path.

Background information

Career Guidance, Life Coaching

TALK

Recent working areas

- ② Coaching consultants at Buck Heissmann
- ② Coaching of conflict situations
- ② Coach for Executive Education of Rotterdam School of Management (Erasmus University)
- ② Career guide