

THE VALUE OF COACHING IF...

REGRETS, DEEP DIVES, AND JOB CRAFTING

As a leadership and career coach, my clients over the years have ranged from candidates being psychologically assessed to individuals actively looking for new opportunities – and a fairly regular “friends and family” situation. The wide range offers both challenges and opportunities to support career satisfaction and growth.



A current situation, fueled by the pandemic as one of several factors, creates some new challenges. Now there’s “quiet quitting,” the “great resignation,” “rage applying,” and “regret.”

Surveys reveal a wide range of individuals regretting departing their job.

- A Paychex survey reported 80% of employees who left their jobs during the Great Resignation regret it.
- A Joblist survey reported only 22% of those who quit had regrets.
- Gen Z’ers have the most regret about swapping jobs during this time.
- 68% of employees say they have attempted to get their jobs back, but only 27% of employers have rehired employees that left during this period.

The reasons discovered from different sources add to a complex, even confusing, situation. Economic factors are important. Some reported that the economic gain expected was realized, in part due inflation. Others reported that finding a new job was harder than expected. And female respondents expressed greater regrets over leaving coworkers.

Reactions to Quitting, Resigning, Raging, Regretting

The argument has been made: “Everyone needs a coach!” Generally speaking, it’s easy to agree. But for individuals, the following questions can be considered:

- Should someone who is working in a position, perhaps satisfied, perhaps not, work with a career coach?
- Should someone tempted by “quiet quitting”, or someone just being literally assaulted by the “We’re Hiring!” of so many organizations, consider investing in coaching?
- What about someone in a leadership position?

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I've posted on "[The Power of Knowing When to Quit](#)." I've written on the general benefits of [working with a coach](#) and particularly on how I believe [assessment](#) plays a key role in successful coaching. But I want to take a more focused look at this current situation.

Coaching If You Already Have a Job

There are many reasons why someone may want to consider working with a career coach.

- Clarifying career goals and aspirations:** A career coach can help you identify your goals and aspirations for your career. They can help you assess your strengths, weaknesses, and interests to determine what kind of job or career would be most fulfilling for you.
- Developing a career plan:** Once you have identified your goals and aspirations, a career coach can help you develop a plan to achieve them. They can help you identify the steps you need to take to get from where you are now to where you want to be, and they can help you create a timeline for achieving your goals.
- Improving job performance:** A career coach can help you improve your job performance by providing you with feedback on your strengths and weaknesses, helping you identify areas for improvement, and suggesting strategies for developing new skills.
- Enhancing communication and interpersonal skills:** Communication and interpersonal skills are essential for success in any job or career. A career coach can help you develop these skills by providing you with feedback on your communication style, helping you identify areas for improvement, and providing you with strategies for building stronger relationships with your colleagues.
- Managing career transitions:** If you are considering a career change, a career coach can help you navigate the transition by providing you with guidance on job search strategies, resume and cover letter writing, and interview preparation.

Which of these could be particularly helpful to you?

Working with a career coach can help you achieve your career goals more quickly and effectively than you would be able to on your own. It can also help you develop the skills and confidence you need to succeed in your current job and any future roles you may pursue.

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For Those in Leadership

Working with a career coach can be especially valuable for someone in a leadership position.

- Developing leadership skills:** A career coach can help you develop the skills you need to be an effective leader, such as emotional intelligence, communication, delegation, and conflict resolution. They can also help you identify your leadership style and work with you to refine it.
- Managing team dynamics:** Managing a team can be challenging, and a career coach can help you navigate the interpersonal dynamics of your team. They can help you identify areas for improvement, develop strategies for improving team morale, and handle difficult conversations with team members.
- Creating a vision for the future:** As a leader, you are responsible for setting the direction for your team or organization. A career coach can help you create a compelling vision for the future and develop a plan for achieving it. I've written directly on the value of "[futuring skills](#)" from a career perspective.
- Balancing priorities:** As a leader, you likely have many competing priorities, and it can be challenging to balance them all. A career coach can help you prioritize your responsibilities, identify areas where you can delegate, and develop strategies for managing your workload.
- Managing stress and burnout:** Leadership positions can be stressful, and it's essential to take care of your mental and physical health. A career coach can help you identify areas where you can reduce stress, develop healthy habits, and create a plan for avoiding burnout.

Which of these could be particularly helpful to you?

Working with a career coach can help you become a more effective and confident leader, improve your team's performance, and achieve your career goals.

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Taking a Deeper Dive



A career coach can help you take a deeper dive into issues that may be impacting your career, job performance, or job satisfaction. A coach can help you explore the underlying causes of these issues and develop strategies to address them. Here are a few ways that a career coach can help you take a deeper dive into issues:

- Active listening:** A career coach is trained to listen actively and ask thoughtful questions to help you identify the root causes of the issues you are experiencing. By asking open-ended questions and listening without judgment, a coach can help you explore your thoughts and feelings in a safe and supportive environment.
- Assessment tools:** As a career coach I'll use various assessment tools to help you gain insight into your strengths, emotional intelligence, interests, and values. For example, a personality test can help you better understand your personality traits and how they may impact your job performance.
- Goal setting:** A career coach can help you set specific, measurable, achievable, relevant, and time-bound (SMART) goals that will help you address the issues you are experiencing. By setting clear goals and creating a plan for achieving them, you can make progress towards resolving the issues.
- Feedback and accountability:** A career coach can provide you with honest feedback on your progress and hold you accountable for taking action to address the issues you are experiencing. By regularly checking in with your coach, you can stay motivated and focused on your goals.

Overall, working with a career coach can help you gain a deeper understanding of the issues you are experiencing and develop effective strategies for addressing them. By taking a deeper dive into these issues, you can make lasting changes that will improve your job performance, job satisfaction, and overall career success.

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Job Crafting



Job crafting is a process where employees actively redesign their job tasks, responsibilities, and relationships with others to make their work more meaningful and satisfying. It involves identifying the aspects of their job that they enjoy and finding ways to increase them, as well as identifying the aspects that they don't enjoy and finding ways to decrease or eliminate them.

Working with a career coach can be helpful in the process of job crafting, as they can provide guidance and support in identifying the aspects of your job that you would like to change and in developing strategies to make those changes. Here are a few ways that a career coach can help with job crafting:

- Identifying strengths and interests:** A career coach can help you identify your strengths and interests and find ways to incorporate them into your job. This can help you find more enjoyment and meaning in your work.
- Developing new skills:** A career coach can help you identify new skills that you would like to develop and find ways to incorporate them into your job. This can help you grow in your career and take on new challenges.
- Redesigning job tasks:** A career coach can help you identify aspects of your job that you don't enjoy and find ways to redesign those tasks. For example, if you find that you spend a lot of time in meetings that you don't find productive, your coach can help you find ways to reduce the number or length of those meetings.
- Improving relationships with colleagues:** A career coach can help you identify any interpersonal issues that you are experiencing at work and find ways to improve those relationships. This can help you create a more positive and supportive work environment.

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Overall, working with a career coach can help you make your job more enjoyable and fulfilling by helping you identify and make changes to the aspects of your job that are within your control.



For more information on Job Crafting and other Coaching Services, contact 212-Careers!

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