

DEVELOPMENTAL CONSULTING

Manage stress levels



Objective

An impaired ability to regulate tension and nervousness, or being subjected to considerable stress, can restrict our access to experiential knowledge and limit the options available to us.

In such situations, we often react automatically and may appear less cautious, flexible and self-assured. This can lead to negative reactions from others and create a dynamic that hinders goal attainment, strains work relationships, and compromises overall well-being.

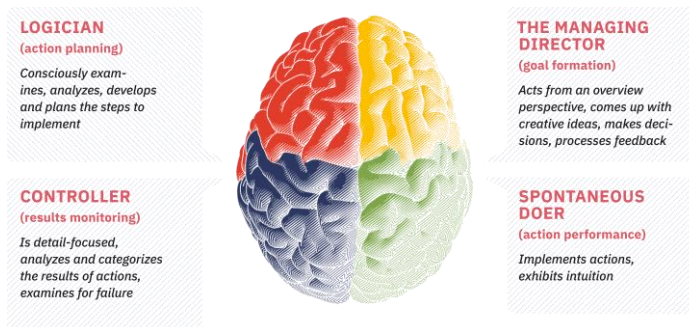
Approach

In developmental consulting, our approach begins with gaining a comprehensive understanding of a situation, environment, the challenges to face and the coachee's personality.

We then work on making current challenges or upcoming (unwanted) changes more tangible. This involves thinking these situations through in a structured manner, which allows us to identify both internal and external resources for solutions as well as areas for personal growth and those in need of action.

Together with each coachee, we then take a closer look at their response patterns and identify how they can influence their response to stress.

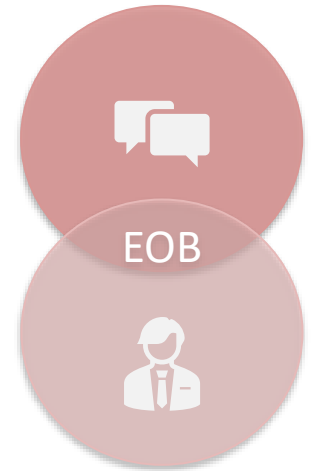
Finally, we offer coachees a mindfulness-based stress reduction method, which provides both short-term support from the coach and the opportunity for long-term independent use.



Outcome

After three developmental consulting sessions with us, participants can expect to have achieved the following tangible outcomes:

- Clear understanding of the situation to be addressed
- Enhanced self-confidence and confidence in finding solutions
- Concrete action approaches identified
- Improved self-reflection resulting in reduced self-generated stress
- Heightened serenity, foresight and orientation
- Acquired knowledge of methods for independent stress regulation



Scope

- Conducting the scan.advanced analysis of potential, which includes a two-hour meeting to discuss and reflect on the results (if not already done)
- One-hour goal clarification meeting with the coachee and management/HR, which involves aligning the development goals with expectations regarding coaching
- Four coaching sessions spaced 3-4 weeks apart, with each session lasting approximately 2 hours (including goal refinement with the coachee)
- Producing a written report detailing post-coaching input on development ideas, incorporating insights derived from personality diagnostics and consulting
- One-hour closing discussion with the coachee and management/HR
- Follow-up session (2 hours) approx. 6 months after coaching has been completed
- All sessions can be conducted in person or online