



DEVELOPMENTAL CONSULTING

Embrace your core values, motives and potential



Objective

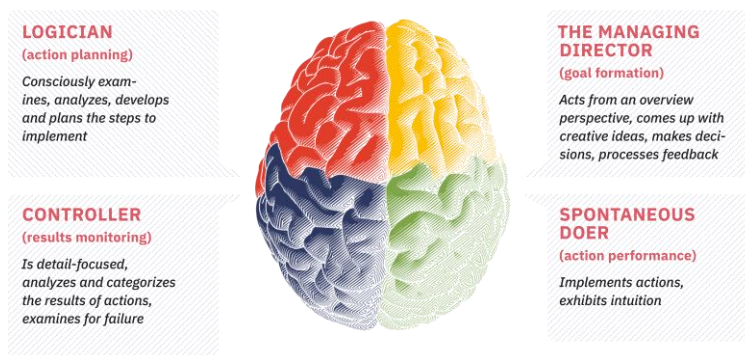
Before embarking on developmental consulting, a coachee's unique motivational structure is assessed through personality diagnostics. The coachee's conscious priorities are then compared to those that lie beneath the surface (implicit).

Periods in life marked by stress, fatigue, discontent, or even lowered self-esteem might stem from the fact that a coachee isn't living in harmony with their fundamental values, motives, or inherent potential.

The aim of developmental consulting is to (re)connect with and unleash these resources.

Approach

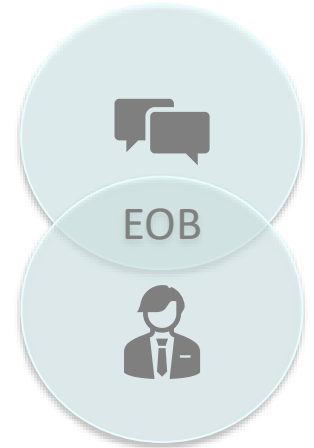
The process begins by assisting the coachee in taking stock of which issues are currently over- or underserved in terms of attention. The coachee's toolkit of problem-solving skills when confronting frustration or challenges is also accentuated. This is followed by exploring the ways in which one's core values, motives and potential can best be realized or revitalized.



Outcome

Realistic outcomes of our development-oriented consulting services after three sessions include:

- Enhanced self-awareness
- Identification of (long-term) unhealthy behavior patterns
- Awareness of skills and resources
- Explore new options for taking action and gain the confidence to try new things
- Unleash potential



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
- Three 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