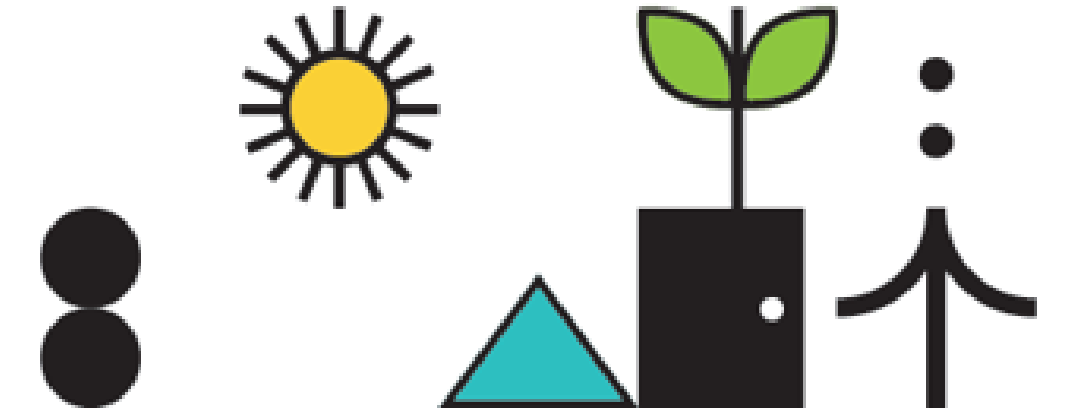


Prosper. Unlocking postdoc
career potential



A Coaching Approach to Career Conversations.

Denise Chilton
Career and Leadership Coach
Denise Chilton Coaching

Led by



In partnership with



Supported by



An Academy project



What we will cover...

Why a coaching approach to career conversation?

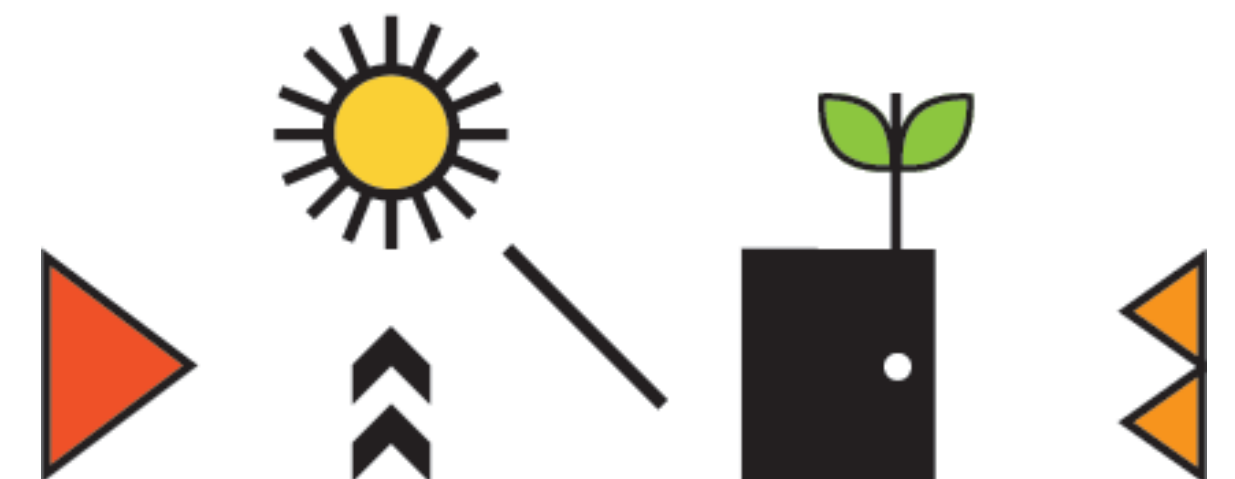
The coaching relationship

Coaching principles

Contracting

Core Skills

Time for your questions



What we will cover next time...

Structuring a coaching conversation

Offer a coaching model - GROW

Coaching in action... live demonstration

Opportunity to have a go

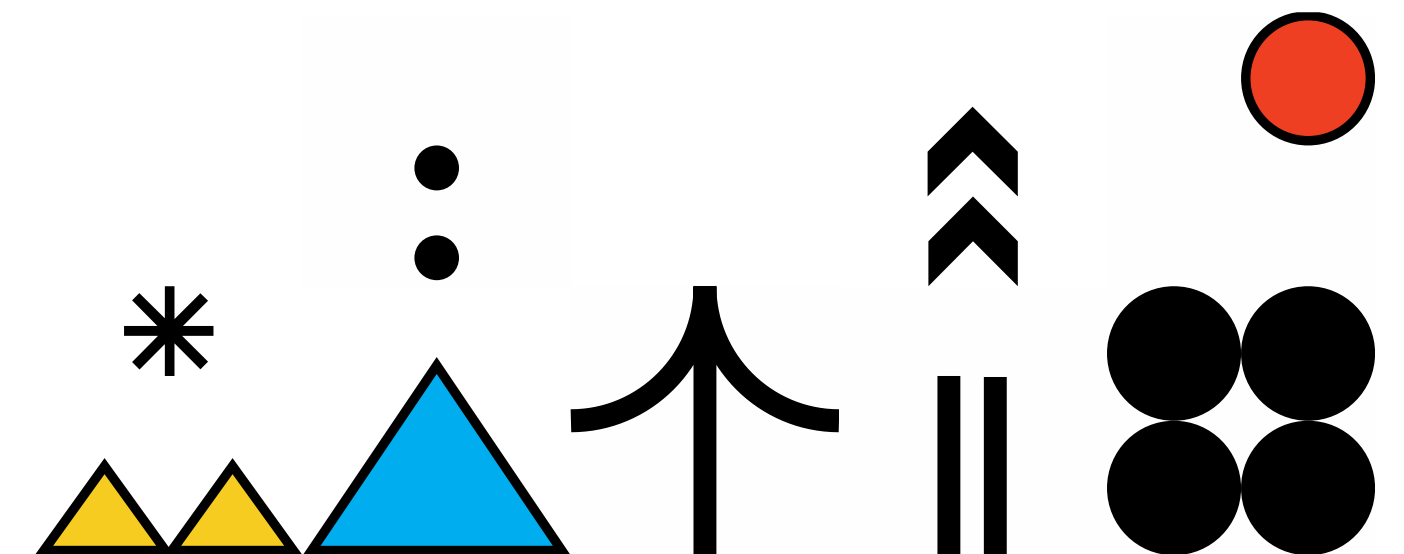


Begin with the end in mind

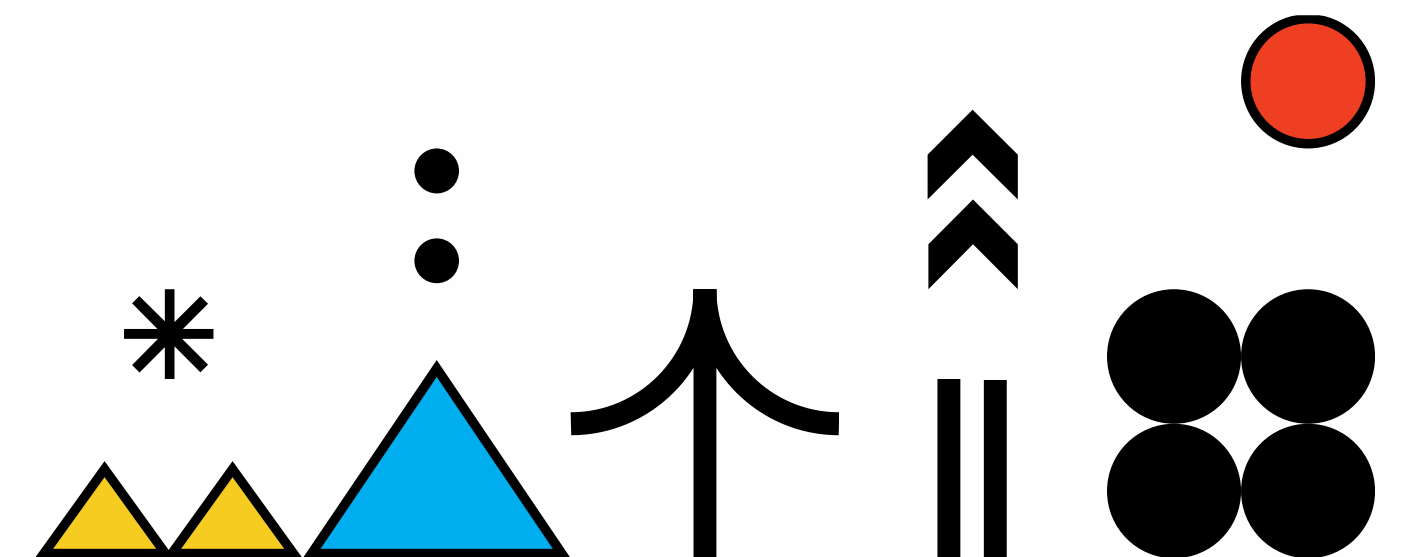
What do you want to be saying as you leave the session today?

- *I am.... I have*

- Present tense
 - Positive
 - Personal
 - Possible



When it comes to having a career conversation
what is the *real challenge* for you?



Coaching Conversations..

- Where are you now?
- Where are you heading?
- What support do you need?
- Where can I (as the PI) be most useful?

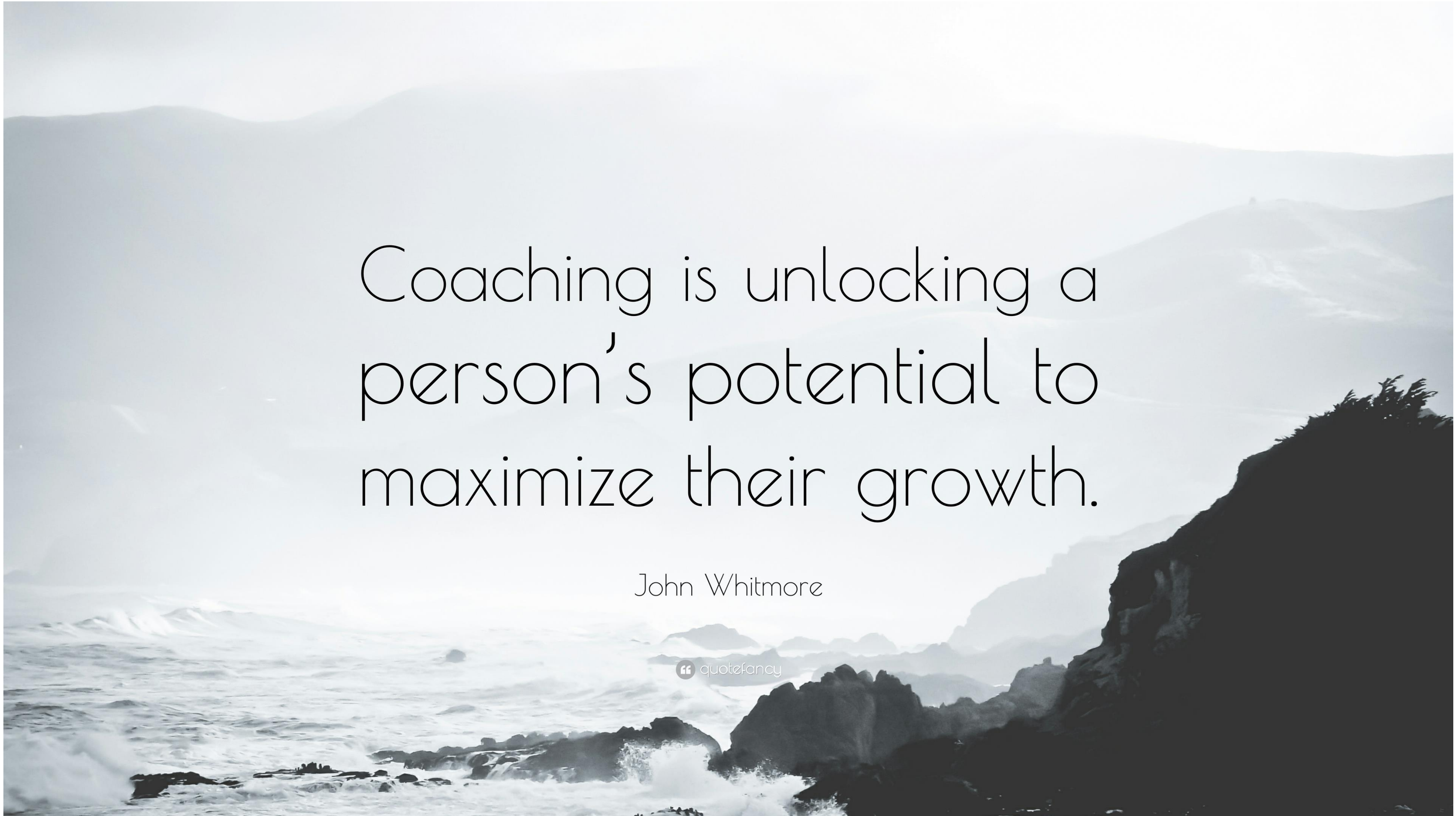


Why a coaching approach?

Coaching is unlocking a person's potential to maximize their growth.

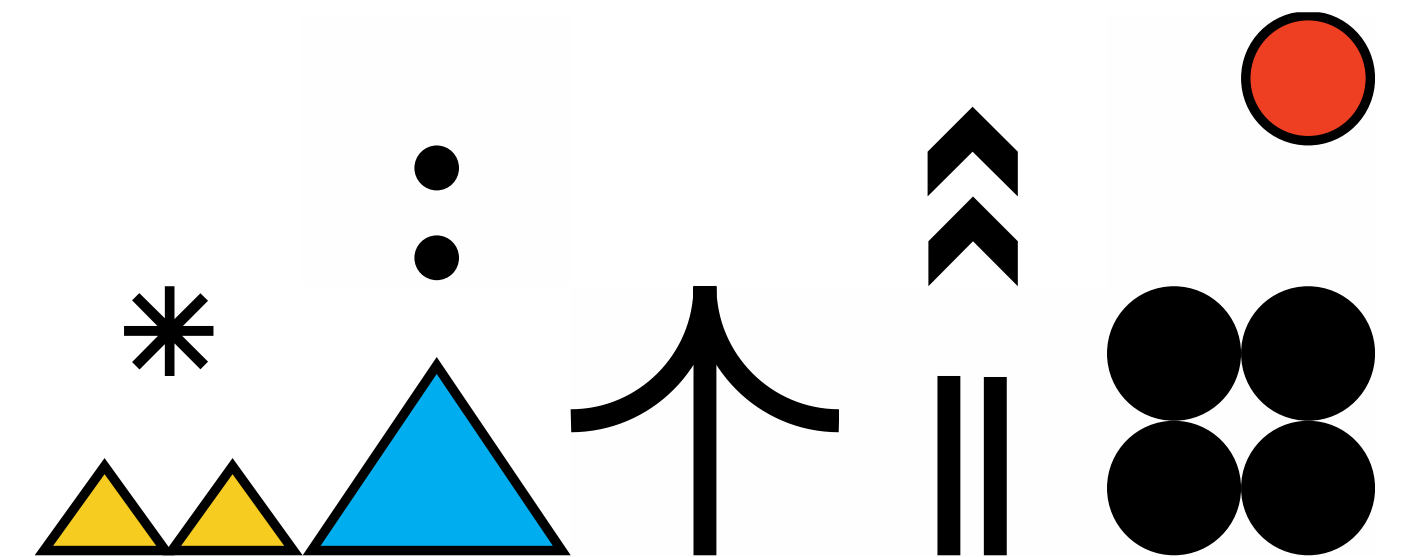
John Whitmore

quote fancy



Coaching Conversations

The Coaching Relationship



Different Hat!



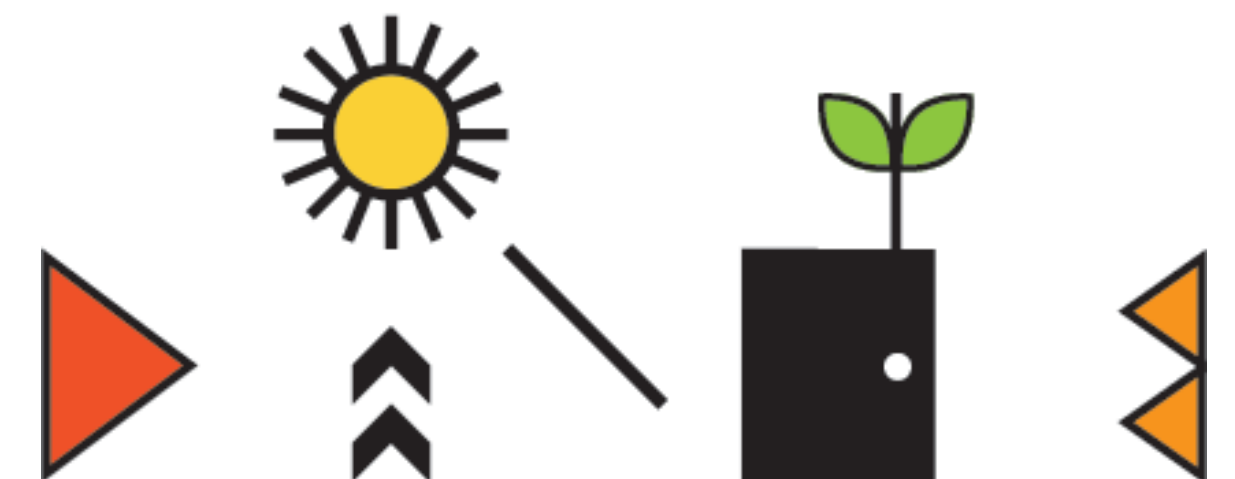
Coaching Relationship...

Postdoc is resourceful and expert in their life

Agenda for the time together comes from the postdoc

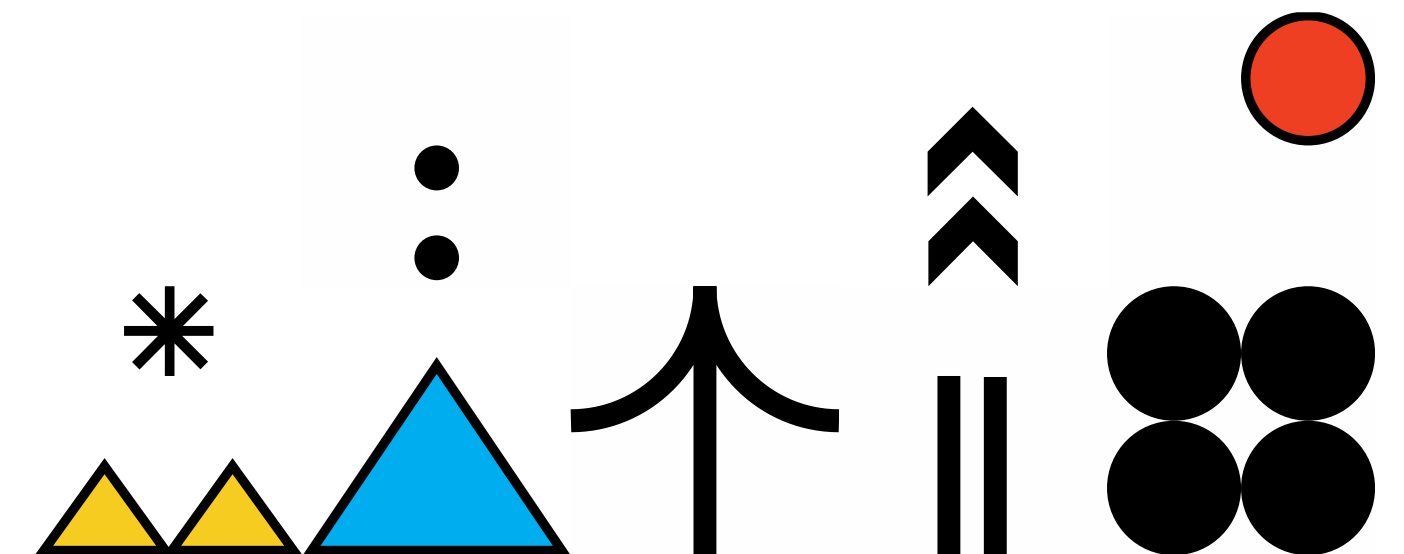
PI holds a safe, non-judgemental space to ask questions and help unlock thinking

A thinking partnership find creative solutions together



Coaching Conversations

Contracting – How are we going to work together?



Contracting... How will we work together?

Set the expectations

Goals for the conversation – Begin with the end in mind

How often will we meet? For how long?

Contact in-between sessions

How will we keep confidentiality

Honour the time commitment

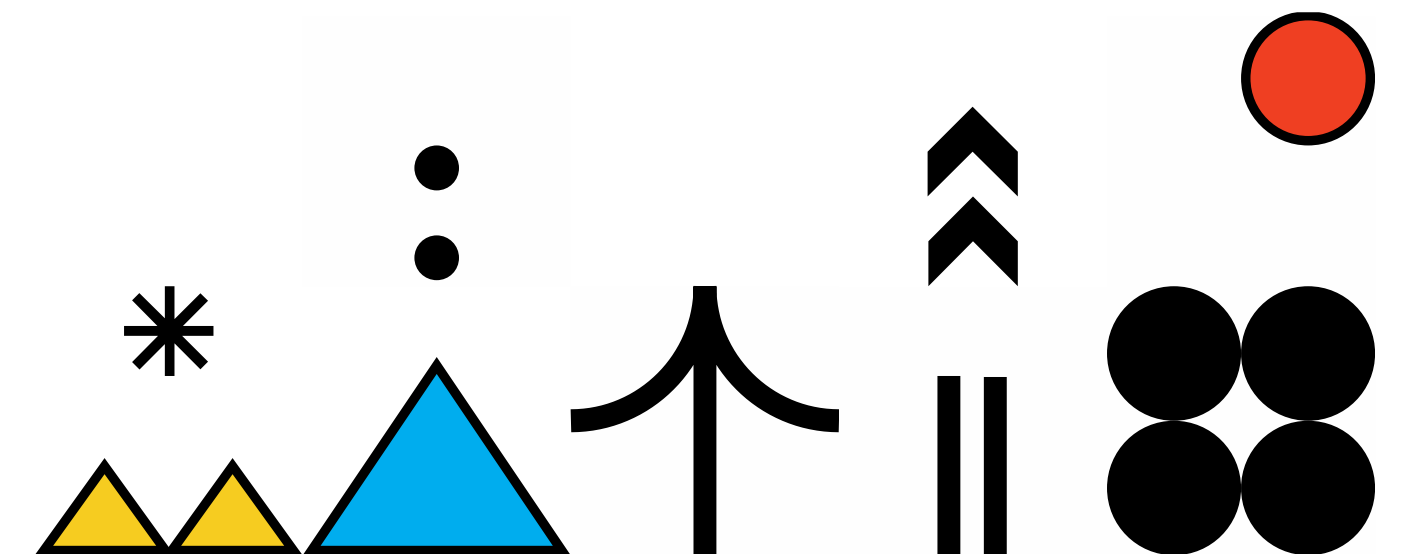
Boundaries

Accountability



Coaching Conversations

Core Skills



Core Skills...

Asking more questions – What and How

Staying curious a little longer

Silence

Listening

Identifying barriers

Reflecting Back

Prosper.

Unlocking postdoc
career potential



The Power of Open Questions



Who?



What?



Where?



When?



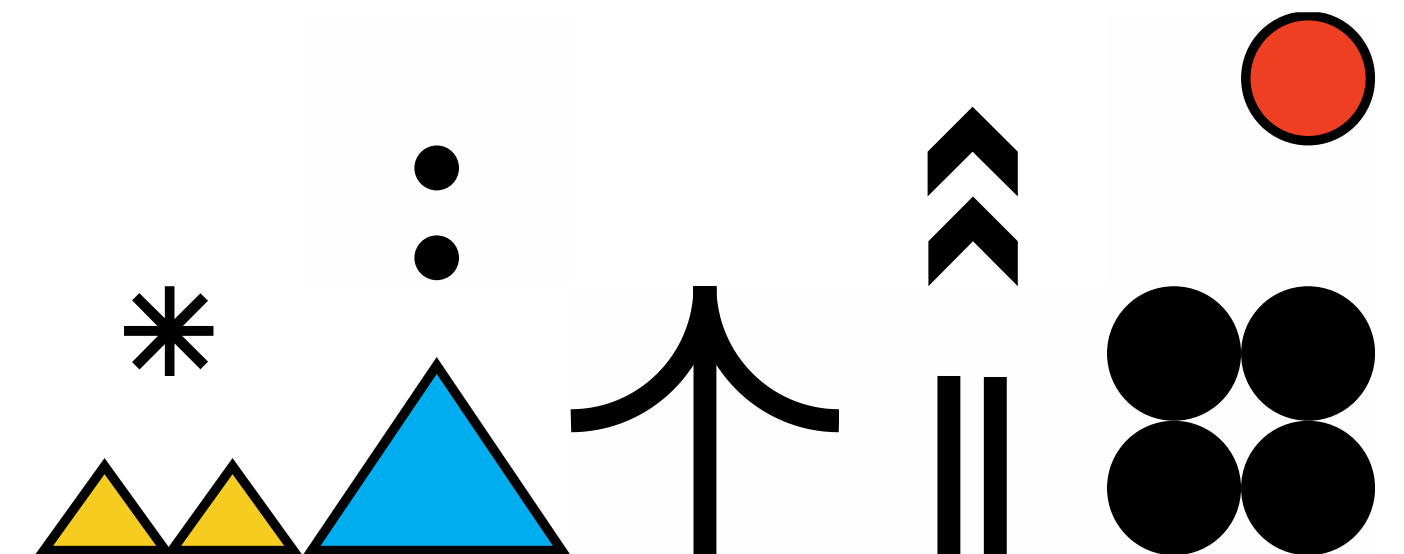
How?



Why?

Coaching Conversations

A word on advice



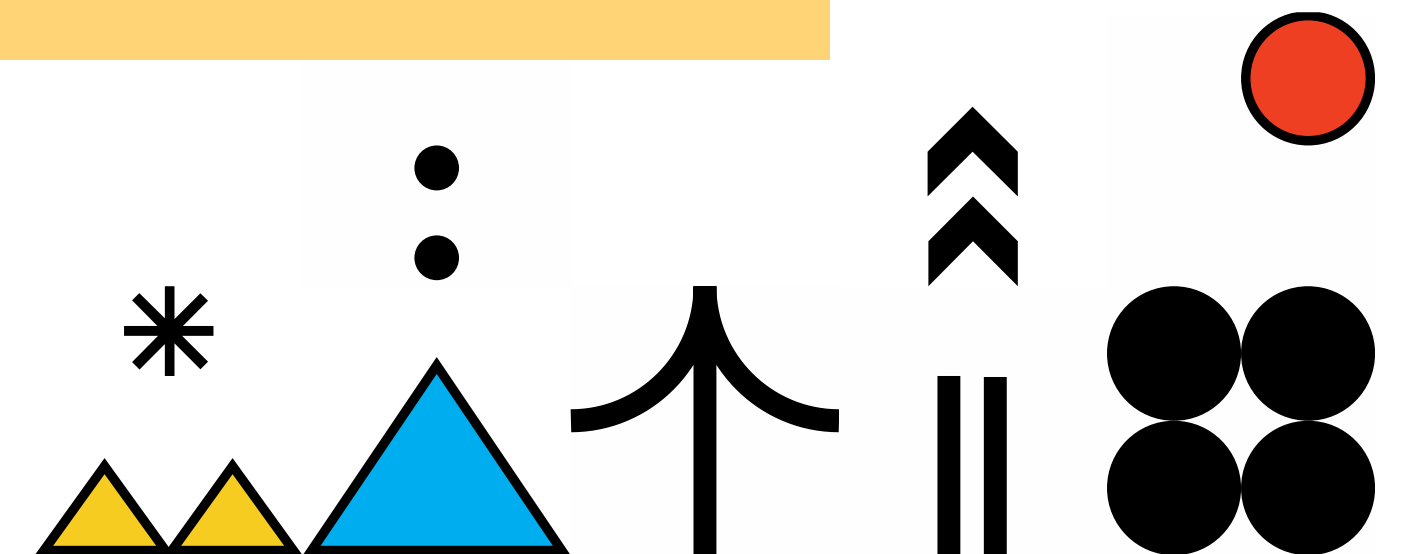
What will you do?

One thing I am taking away today...

Action

Changes

Things



Any Questions



Prosper.

Unlocking postdoc
career potential



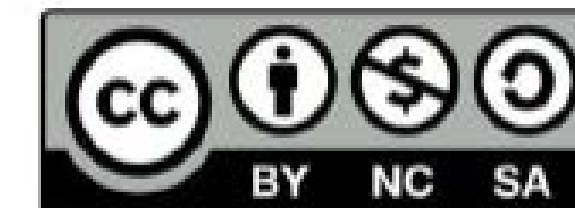
Thank you. Get in touch:

Denise Chilton

hello@denisechilton.co.uk

www.denisechilton.co.uk

Twitter @DeniseChilton



Except where otherwise noted, this work is licensed under the Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License. To view a copy of this license, <https://creativecommons.org/licenses/by-nc-sa/4.0/>

Led by



In partnership with



Supported by



An Academy project

