

EnergiseLegal case study

For Solicitors/Career Management/Career Transition

On track to a re-energised career

The Brief

- 4 X 1.5 hour face to face coaching sessions.
- Increase self-awareness of the coachee, an associate.
- Help coachee to see the impact of their behaviours e.g. perceived bias of work allocation on colleagues.

Our Role

- To provide time and space in their diary to have valuable 'head space' with a busy workload to 'take a step back' and have time to think for new perspectives.
- To help the coachee to be aware of their behaviour and its impact of others in the firm and how they are perceived.
- Support the coachee to be clear about their personal values, what is important to them, to understand the cause of their frustrations, and to better manage their emotions.
- To share practical tools and self-completion questionnaires to focus their career and CPD goals.
- Help them to think about the importance of managing their personal brand in the firm and influencing perceptions on their career success.

The Result

- Successfully negotiated a secondment, giving them experience of a different career option.
- Better work life balance and reduced stress.
- Identity no longer tied up with work – enjoying a more balanced outlook.
- Areas for process and policy improvement identified to proactively feed back to the firm.
- Coachee making time in their diary to reflect and plan.

- Career strategy and plan with different motivating career options informing their further qualification options.
- Re-connecting with their network for fun, new contacts and career ideas.
- More relaxed, less tired with a reduced chance of burn-out.

Client Testimonial

“Coaching with Rachel gave me time, space and structure for new perspectives. I now feel clearer about what really matters to me, my different career options for the next phase of my career, and the importance of ringfencing time in my diary to make it happen. I feel calmer, more composed and am enjoying a healthier work life balance. Rachel is easy to talk with and she shared useful practical tools, exercises and articles which I will use again in the future.”

Associate.