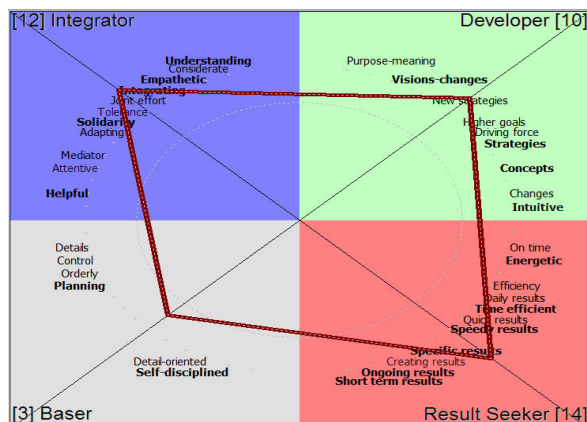


Career Coaching with Garuda

The Focus Profile offers a number of very useful features for a successful Coaching process:

1. The starting point is always taking a Personal Focus profile – to establish the present state. In this case the person comes out as an *Integrating and Developing Result seeker*. He sees himself as active, energetic and goal oriented. It is a person who likes to get things done, an action and goal oriented person who is a bit impatient. At the same time this is a person who likes the social togetherness very much; the daily talk about different things, being together, the team spirit and the feeling of working together for a specific purpose. He is most likely a performance oriented team player, with a certain need for being visible and liked by other people.

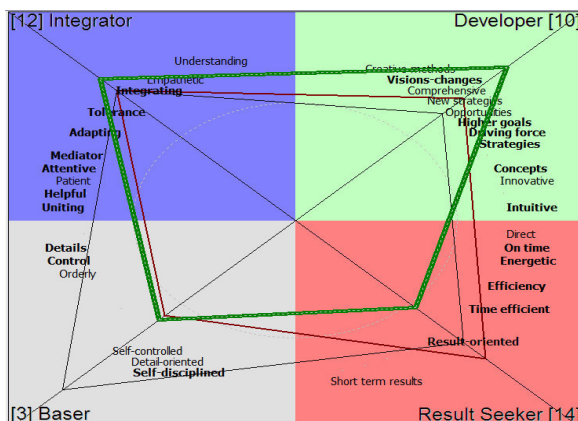


At the same time there is a lack of focus on the basics like being systematic, to follow-up and controlling the details. This person quickly loses interest when things become repetitive and routine. This is where the self-discipline is likely to end and the social talk takes over!

2. Some 360-degree Mirror profiles can be used to show how other see the person and to widen his understanding of the situation in relation to others. One person sees him more innovative with Vision, Higher Goals, Concepts etc. as leading Key words - but on the other hand a little less result oriented. Another mirror is anchored in the Baser area with key words like Details, Control, Self-Disciplined etc.

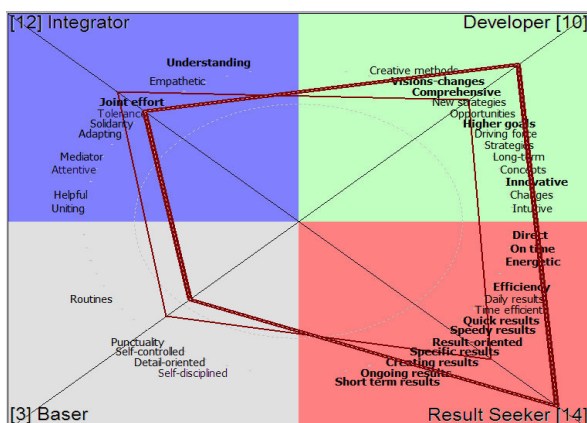
Discussing the mirror profiles is a good way to venture into how and when the person is perceived to be different from his own personality image – what is really triggering a certain behavior.

3. Creating an Ideal Job profile from scratch or using a generic one, gives the opportunity to compare profiles and assess the potential for becoming successful in that position - and where the dangers may be for deviations. In this case – a sales manager - the general image of the ideal profile is rather similar to the personal profile.



The Focus Profile is a type-indicator tool, where a person's work focus, desires and preferred types of tasks influence the result. There is therefore also ample room for discussions about Career directions, development areas and dream positions.

4. By using the Development Profile key areas for change are highlighted and expressed in clear text for each of the quadrants. They thus form a concrete, individual action list for the process of personal development as well as for coaching guidance.



This can also be done as a "Dream" profile where there should be no limits for designing a profile and where the person is only dealing with tasks and focus areas he really likes. Try to make his Job Dreams come true!

In the graph both profiles are visible and the differences are easily detected.



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