

Career counseling

What is career counseling?

The challenge of how best to apply a client's personal and professional *skills* (resources) and *aptitudes* (desires) to the job market lies at the heart of the career counseling process. The process involves a comprehensive review of the client's employment history, current situation and possible future job prospects. The role of a career counselor is comparable with that of a "sparring partner", testing and analyzing options with the client while using his or her experience to develop solutions. Any decisions regarding the adoption or rejection of a strategy naturally always rest with the client.

When is a good time for career counseling?

We live in an age of rapid change, and no less so in our professional lives – careers begin and end, and jobs come and go. Nowadays, the vast majority of us are likely at some stage to find ourselves in a situation where we are obliged to take stock and make a decision about our future career paths. Such considerations may be the result of circumstance (workplace restructuring, outsourcing of responsibilities, etc) or arise from a sense of personal dissatisfaction or insecurity regarding one's professional future. In either case it can often be beneficial to consult a qualified third party.

What makes up the career counseling process?

Discussion of the following points:

- Current professional situation/goals
- Personal characteristics and interpersonal skills
- Intellectual skills, work style and ability to work under pressure
- Future career path
- Potential applications in the current employment market
 - Further training
 - Potential future employment

The following psychological methodology and testing may be employed (depending on requirements)

- Structured interview
- Aptitude testing
- IQ and performance testing
- Personality-type questionnaire including handwriting analysis
- Work samples

Presentation of results

- Written report with one-to-one debriefing

Duration

- The consultation takes 5 – 6 hours to complete and the debriefing, which takes place 14 days after submission of the written report, lasts 1½ - 2 hours, depending on requirements.

Is this for you?

The first step is usually a no-obligation, one-to-one discussion, lasting about an hour, to clarify what each side might expect from the process. A decision on whether to proceed to the next stage (career counseling) can then be taken.

Please feel free to contact me directly if you have any questions or require further information

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