

## 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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