



The Background

Our client, Jen, is a hard-working professional based in New York City. Jen recently started a new role and she wanted to make sure that she started on the right foot and did not repeat some of the mistakes she had made in former jobs.

Previously, she

- Did not connect with her peers and superiors
- Allowed stress to affect her performance, confidence, and presence
- Did not speak up for herself during certain scenarios
- Lacked a plan for promotion and upward mobility

We followed our **GUIDE** coaching model to help Jen reach her goals.

G

Goal
Setting

U

Understanding
You

I

Implementing
Change

D

Developing
Habits

E

Evolving
Identity

Goals

Jen worked with us to create a clear set of **goals**, the first step (Step G) in our **GUIDE** model. Her goals included:

- Articulating her value and elevating her visibility within the firm
- Positioning herself to advance in the firm
- Gaining the trust and respect of her new colleagues
- Managing her stress



Our Approach

Our process began by setting up bi-monthly 1-hour in-person coaching sessions for the next three months with her coach, Helen. At the onset of these sessions, Jen and Helen worked together to identify clear coaching goals (Step G). In the second step, Step U, UNDERSTANDING, Helen conducted a communications assessment, strengths assessment, and an analysis of historical behavioral pitfalls to anticipate and prevent them. It allowed Jen to **understand** her values, strengths, and areas that needed development.

Throughout the coaching sessions and in between, Jen's coach supported, challenged, and encouraged her as she tackled real-life and current work scenarios. Helen challenged Jen to assess what blocked her from being more authentic with her colleagues. The coaching sessions assisted Jen in **developing** perspectives and habits that would help her in the workplace. They also increased her self-awareness and allowed her to **implement** behaviors that were out of her comfort zone. These sessions focused on Step I (Implementation) and Step D (Developing Habits) of our **GUIDE** model.



Impact

Jen conquered every goal that she established. Throughout the four months, she first started becoming more visible in the firm, displaying her new communication skills daily. Next, she was able to successfully position herself by asking the right questions during the right times and completely stepping out of her comfort zone. By doing the little things well, the rest followed. She was able to **evolve** her identity in the workplace (Step E). She gained trust and respect from her colleagues because she was communicating authentically and effectively. As she worked with us to develop these skills, she was able to have more confidence in the workplace and was less stressed about what the future had in store.



LET'S GET IN TOUCH



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