



## The Big Blue Box Ltd

### **Confidence, Courage and Decision Making**

#### **Background**

We had completed our first coaching conversation about 3 weeks ago and were meeting for our second session.

The first meeting had been a great boost to C's confidence. Finding himself in a role where he was not succeeding had adversely affected his self confidence. He had forgotten all his earlier, extraordinary career achievements, being reminded daily about his current challenges. The first coaching session restored a degree of objectivity. He realised how far his self esteem and morale had declined and he resolved to reflect on these realisations before our second session.

#### **The Process**

We met for our second session. C reported that he had discussed the first session and its consequences with his wife. Apparently this honesty and depth of discussion had enabled them to review their relationship and had a significant impact, improving their relationship, further enhancing C's morale.

He had sustained his improved confidence and had been able to reflect upon his decision making and attitude, revealing several further insights.

Realising that his current position was not going to change and that he was not going to be able to continue his role in the longer term, he recognised that a decision was required and that he would have to make a plan.

He told me early in the second session that he has decided to resign his position and to leave the company as soon as possible; he had yet to notify his employers.

We examined the impact of his decision. C had clearly taken several significant actions as part of a developing plan to change his situation, including his current job, his career direction and other areas of his life. C reported that he was feeling calm and confident, that he had a feeling of preparedness for what might happen, that he was feeling 'balanced' and even courageous.

#### **The Outcomes**

In the privacy, honesty and confidentiality of the coaching sessions, C had explored his situation. He had been challenged to see himself in a different light, to reassess his self worth, and had rediscovered the basis for his confidence and courage. He had been honest with his partner, gathering her support and opened up their relationship.

C had then been energised, with a renewed clarity of purpose. He had already begun the search for another role and in early interview conversations he had identified several new opportunities.

Later, after being surprised to receive C's resignation, but recognising the extent of C's situation, the employer acknowledged that this was a 'Win/Win' for all concerned.

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#### **The Big Blue Box Ltd**

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