



The Big Blue Box Ltd

## Identity and Ambition

### Background

L has recently left a significant international role with one of the UK's most respected brands. In an initial telephone briefing he indicates that he is:

*'...looking to focus on my career direction and make a decision about my next career move'.*

### The Process

At our initial meeting L briefly describes his previous role and then moves to expand upon his current situation and the immediate choices that appear to him.

In the confidentiality and honesty of the coaching conversation, L summarised his situation;

*'I'm 36 years old and I haven't defined myself!'*

In his education he followed his father's advice and trained to become an accountant, but that was clearly not where he felt his future lay. He came to London *'because everyone else was coming'*. He is single, solvent, thoughtful and diligent. He owns property but shares a flat, and is also reserved and modest in his personal presentation. It is noticeable that he is feeling flat, he rarely smiles during our conversation, and he is not enjoying London, and hates the weather and is looking to move abroad.

Discussing the opportunities that L claims to be considering, his presentation displays modesty and a lack of challenge and ambition in his vision for his future. This seemed at odds with the scope and achievement of his most recent role. There was a sense that, for the time being at least, L had decided what he was going to do.

Further discussion of L's previous role reveals his skills and true capability yet also underlined the lack of clarity and modesty in his ambition for his future. It is clear that there is work to do in helping L define himself.

Yet at every opportunity to explore options L stalls the conversation, and closes the conversation, it becomes 'hard work' to engage and L appears ever more decided upon his direction.

### The Outcomes

We had a frank discussion about expected outcomes and the 'chemistry' between us. From the coach's point of view, the interpersonal chemistry was not 'strong' and there was a lack of engagement by L that indicated that L's mind was settling upon a choice about his next move, if it was not already made up. Even though there were longer term issues to face L seemed to be clearer about his immediate future.

The conversation had not actually addressed the greater goal of helping L to define himself and focus his career direction; but it had perhaps helped him to decide his short term future. We decided to conclude the coaching project.

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