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CITY MOVES RECRUITMENT



Coaching is finally being recognised as a valid tool for improving performance within the corporate arena

Can a sergeant major with a megaphone help you fly?

THE writing's on the wall. 2008 is going to be a big year, so the question is, will you be one of its winners or its losers? If you're determined to make this year work for instead of against you, then perhaps you'll enlist the services of a coach or mentor to help you make the right decisions along the way.

Coaching is finally gaining recognition as a valid tool in improving performance in the corporate arena. Indeed, 39 per cent of CEOs of FTSE-listed firms use one.

"We're confident that coaching is becoming more mainstream in the corporate environment," says Martin Higgs of The Coaching Academy, an organisation that specialises in training for coaches.

"It's a challenging environment out

A life coach can give your career a kickstart, writes Ruby Warrington

Fear holds many people back from achieving their goals at work
Picture: GETTY

there and in these circumstances personal coaching can be used to get people through everything from company restructuring to redundancy."

FAILED BUSINESS

"Anybody who says their business failed and that it wasn't their fault is lying to themselves to an extent," says Jez Cartwright, the life coach whose clients refer to him as a "cuddly pitbull".

"The reason my business failed," he continues, referring to his private gym business which he took into voluntary liquidation in 2003, "was down to me, and the personal stuff I was carrying that was being played out in my working life."

This week sees the re-issue of Cartwright's book, *The Handbook For Exceptional People* which proved a massive hit when first published in 2006.

TOP BRAINS

Cartwright, who coaches some of the top business brains in the country, is informed by his previous job as a sports psychologist and performance coach.

"You don't have coaching in sport to come second, you have it to win," he says.

"I want to see the best in people, which means that if I see something which I think is holding them back I'll go after it.

"This can be tough," he says. "Often it'll challenge the way you currently live your life and the decisions you make, because at some level they're not working."

Cartwright also believes too many of us in the City operate from a position of fear and this causes people to miss out on potentially life-changing opportunities.

So here is Cartwright's manifesto for 2008 – a year for which "insecurity" is already something of a buzzword...

SLOW DOWN

Life is a marathon, not a sprint. Your life

might be going so quickly that you're not spotting the nuggets of gold which are in your path.

BE SELFISH

This year a lot of people will lose their jobs, and only the strong will survive, so it's a question of how strong you want to help yourself to be.

Being selfish has a bad rap – and there is a negative side to it. But what I try and do is teach people to love themselves in a healthy way.

HOLD UP THE MIRROR

Look at the uncomfortable areas of your life that you don't want to deal with – a relationship that's just bubbling along, or a job that you're not really into, and commit to doing something about them.

COME UP WITH A PLAN

The best people work to a plan. Invest in putting the detail into it. Then put some time in your diary – give yourself a deadline – to check in on it on a regular basis.

SPRING CLEAN YOUR ADDRESS BOOK

Draw a circle, write "me" in the middle and all the people in your life around it. Then put a plus or minus next to each of them – are they a positive or a negative influence?

Think about what impact removing all the negative people would have.

BE HONEST ABOUT YOUR POTENTIAL

By all means dream big, but accept where you are, accept the reality, and focus on creating the life you really want.

ENJOY IT

As adults we can get too bogged down in the serious side of life. This year is going to be tough – we know that – so you can either decide to enjoy the ride or you can get stressed about it and make the wrong decisions.

The Handbook For Exceptional People is published on 11 January and costs £7.99. For more information about coaching with Jez Cartwright visit www.akindred.com

COACHING FOR SUCCESS



Self-sabotage often stops us succeeding, writes Carole Ann Rice

AT THIS time of year we take stock of our lives and decide on big changes. However, when a recent US survey asked people what got in the way of them achieving their resolutions, the most common reasons given were procrastination (33 per cent); lack of discipline (24 per cent); not having a plan (19 per cent) and having to do it alone (10 per cent).

As coaches, one of the most powerful ways we help clients achieve their goals is by offering unconditional support as well as making the client accountable.

Here are some of my coaching tips to ensure you reach your success in 2008.

- Make sure you really want your goal. If it's giving up smoking, getting fit or losing weight, for example, write out how great life would be if you did this.

- Record your resolutions. Put them somewhere you can see them, cut out pictures to inspire you and devise a time plan – one-month, three-month, six-month and a year of your steps to getting there.

- Is your goal SMART? Specific, Measurable, Achievable, Realistic, Time-framed.

- Plan baby steps. What small steps can you take to get you on your journey? Take them. Then plan some more.

- Make yourself accountable to someone. Don't go it alone, get a friend or partner to join you or support you, which will help keep you accountable and focused.

- Foresee pitfalls. If you're on a diet, plan for parties, weddings and holidays that could throw you off course.

Re-train, if you need to, for a career change, predict other people's negative responses, be realistic about what can be achieved.

- Think about what might be the hidden bonus of failing. It's a big question but sometimes we self-sabotage in order to prove ourselves right.

"See I told you I was useless/have got a freak metabolism/always get looked over for promotion" could be your mantra for keeping you stuck in your "safe" misery.

Write out what you gain and lose by change and what you gain and lose by staying the same. Know your inner saboteur.

- Finally, if you say you are going to do something and you do, it sends a tremendously positive message to your psyche.

The opposite happens if you fail to deliver your own promise. So be committed to your success. Good luck!

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