

## **Determination of the desired customer status**

In exercising this technique the counselor guides the client to develop a realistic career goal and to identify the needs, the satisfaction of which leads to this goal.

The goal of career should not be a generic unattainable. Instead it should be specific, realistic, measurable and achievable within a set time. The aim leads to changes in the customer's current situation called desired state. What is missing from the client and what we have to follow in order to reach the goal and the desired condition is called necessity.

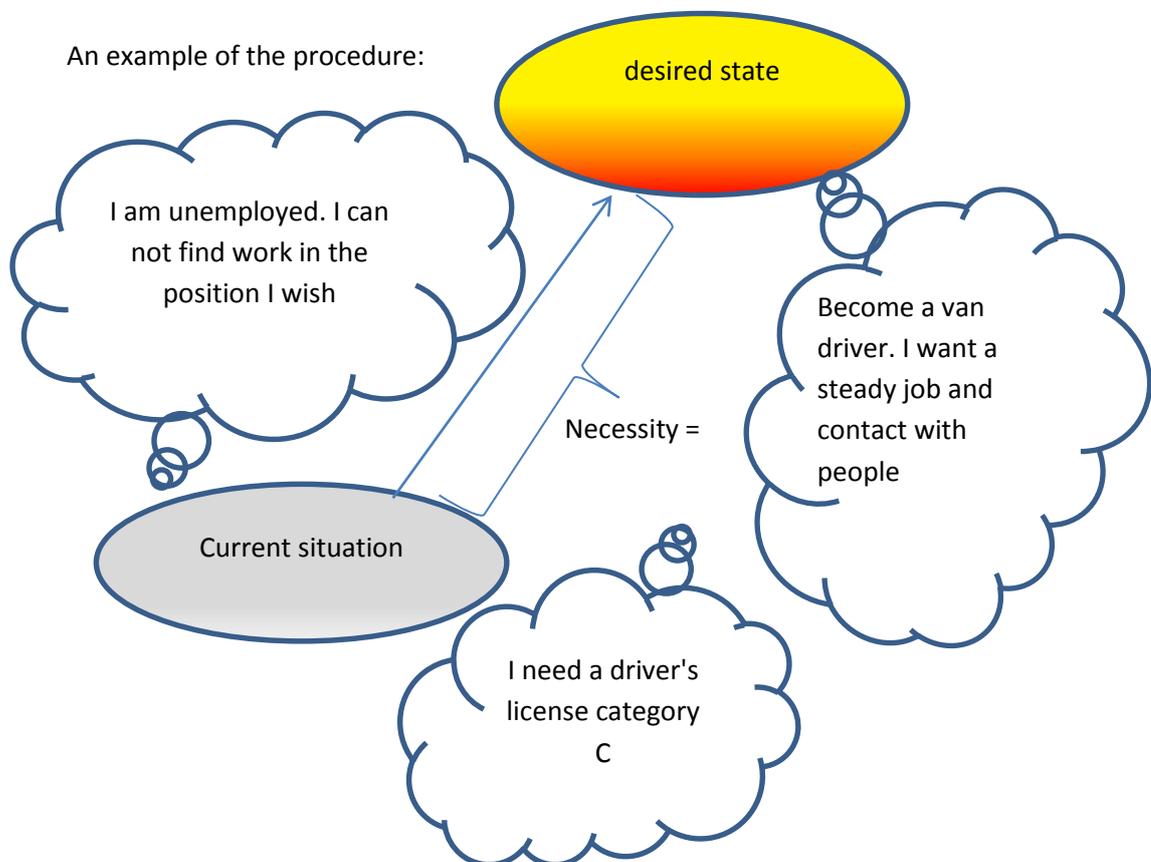
### **Why should I , as a coach , master this method?**

The customer is expected to explain, with the help of a consultant, what awaits the future, how he sees his career - he wants to be, what it wants to do, what time or situation aspires to achieve, what changes it plans to personal and family life. This method is used to enable the client to understand where he is at that time, what resources are available in order to reach the target and what is missing which prevents the target path. Those resources include both personal (time, financial resources, talents) and social support (who can help the customer to achieve the desired vision of the surroundings or within the family). Customers should take into account any restrictions that impede the achievement of the target, or to reconsider those restrictions.

## Concise and accurate description

### Goals of method:

- 1) The current situation is described in a realistic way to determine the desired (ideal) situation and identify the needs to be met in order to achieve the desired state.
- 2) Furthermore, it is necessary to agree on what needs are realistic and what is not and needs to draw up a list in order of importance, considering the difficulty to attain them, and the ways in which they can be achieved.



Or

### Useful tips

At this stage of the career counseling process the counselor is expected to give an informed opinion on the realistic options and use specialized methods in order to examine the desires and customer expectations. For example, questions may be used for the "miracle" of the formula: "Who I want to be independent from my resources and constraints?" "How much money do I want to win?" "How should be working my environment? ". Moreover, they can use various creative techniques (vision

design, ideal "self planning" brainstorm about the future, etc.) (Mohaupt, 2008). The consultant should be able to generalize, draw conclusions, collate and compare various information and, most importantly, understand the context of the client's situation so as to be able to offer reasonable interpretation of the main findings are the basis for further steps.

Furthermore, it can be used so-called "cascade method" for evaluating the current situation and determine the client's activation level change. The process of differentiation may also be used to evaluate the work with the client on a continuous basis.