

# Job decision making

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## **Purpose**

This exercise provides structured thinking to help the client come to a conclusion. More often than not, if they have come to a coach to help them with the decision they are very stuck and need an independent input to guide them through and dig down to articulate the blockers. For example, a client did not want to leave his post because he felt a great loyalty to his team but once he had identified this as his blocker he was able to put in place actions that would ensure that he felt they would be well cared for. The exercise helps to facilitate the decision about whether or not to accept a job offer.

## **Description**

The exercise helps to bring to the surface all the reasons why a client is having difficulty deciding whether they should stay in their current job or leave. It puts a sense of priority around the reasons. It values emotional as well as rational reasons for leaving/staying. By going through this process a client can dig down and articulate powerful but previously unspoken reasons and decide what action to take.

## **Process**

- 1 In this exercise you are aiming to identify the reasoning and thinking behind a client looking for a new job. It gets the client to talk about the situation.

- 2 For each job opportunity, create a template using a piece of A4 paper or bigger and turn it so that looking at it the shortest edge is at the bottom. Fold the page in half. Create two columns on each half of the paper by drawing a line down the page two thirds from the middle and then two thirds from the right hand side edge. Add the headings as shown in Table 1. Invite the client to list 5–10 reasons to stay in their current job and 5–10 reasons to leave the existing job and go to the new opportunity. Ask the client to prioritize their choices.
- 3 Take the two biggest reasons for staying or going. Compare them: does one outweigh the other? If yes, does that help with the decision-making process? If a ‘yes, but’ or ‘no’, check to see if the reasons for going are big enough. Review the biggest reason for staying. Explore in what way it is holding back progress to the new job. Check whether it is the biggest blocker to making a decision to go – clarify what is you can use metaphors, Clean Language techniques, etc. to help illicit blockers. Brainstorm ways to remove the blockage or diminish its hold (this may also include reframing the client’s thinking about the situation). If they are still having difficulty deciding, go back and explore the reasons they have already stated, and challenge them on what they have written. Have they stated the real reason? Are there other underlying reasons they need to share? Do they need to edit/refine any of the reasons?
- 4 If the client decides to go, identify ways of getting elements of the biggest stay factor achieved through outside

**Table 1** Job decision-making exercise

Reasons to stay	Priority	Reasons to go	Priority
• Strategic role	2	• No work/life balance currently	1
• Like the people	3	• New challenges	2
• Don’t want to let team down	1	• Lack of support currently	3
• etc.		• etc.	

interests. If the client decides to stay, identify possible ways of getting more of their go factors.

### **Pitfalls**

If a client is having difficult deciding, it may take more than one session to get them to a point where they are ready to share/know themselves what the possible reasons are for why they want to stay or go, which are acting as the blockers to their decision-making process.

### **Bibliography**

Lore, N. (1998) *The Pathfinder*, Chagrin Falls, OH: Fireside.