

# Vocation and Self-confidence as a Basis for Sustainable and Fulfilling Jobs: Methods of Coaching and Practical Experiences

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# Agenda

- Vocation
  - Individual focus: Vocation-Coaching
  - Systemic Focus: Knowledge Management
- Practical experiences
- Plattform Selbst&Wert

# What makes jobs to “sustainable jobs” ?

- There is a „big match“ between the contents of the job and the vocation of the man or the woman who holds this job.
- Jobs in which they can exploit their full potential



# VOCATION

## Individual Focus:

## The single person

# VOCATION

## Individual focus

CALL ↔ ANSWER

Vocation as a dialogue

Metapher des Handyanrufs

Vocation is (much) more than profession (job) but the profession (job) is one of the main aspects of vocation

**Vocation** and **Sense of Life** and **Well-Being** are connected

# Basic Assumptions about Vocation

- The basic assumption consists therein that there is a tailor-made task and form of life, precisely a vocation, for every person in the world.
- No other person can better live or fulfill this vocation than the person to whom this vocation is given.
- That also means that the tasks which arise from this vocation, cannot be better realised and therefore more advantageously fulfilled for the world in general than by the holder (bearer) of the vocation.
- This vocation is already foundationally rooted in every person. The personal vocation, therefore, also corresponds to my truest and deepest self, the (God-given) uniqueness of my person.



Central focus:

# VOCATION

Self-Realization in a very positiv and original sense

Vocation and spirituality

Spirituality as a conscious life in conformity with my vocation and in orientation on my vocation

Accompaniment of people with **Vocation-Coaching** to discover their vocation and put it into action

# Vocation-Coaching

- Coaching is a solution oriented accompaniment of a person who momentarily has a problem because the view of the potential already within him/her for resolving this problem is skewed (for whatever reason)
- Coaching is a dialogue of experts in which two equally entitled experts act



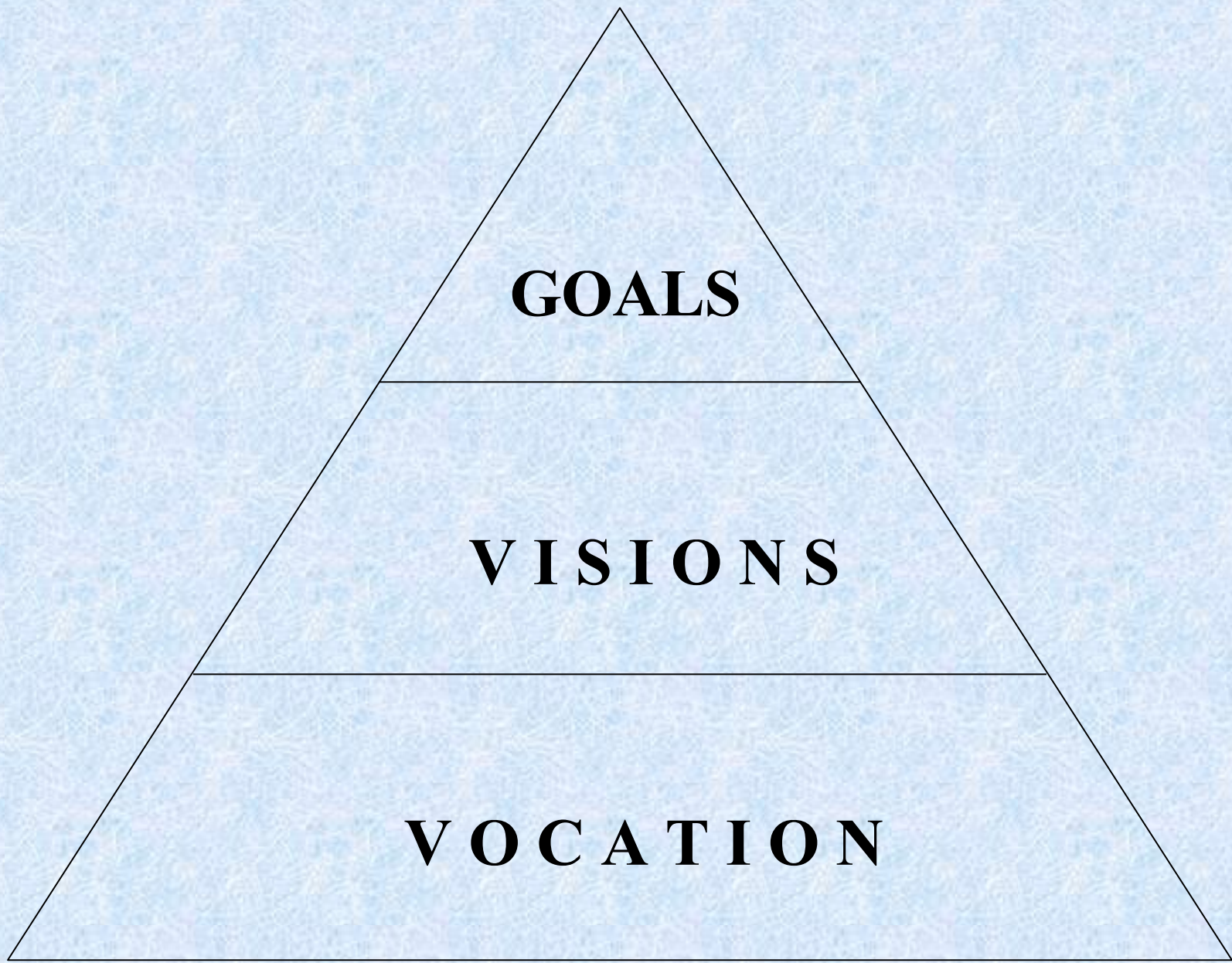
# Vocation-Coaching

- Vocation coaching is based on the approach of systemic-constructivist coaching
- The main focus is the discovery of vocation and putting it into action

# DISCOVERY

# STRENGTHENING

# PUTTING INTO ACTION („SENDING“)

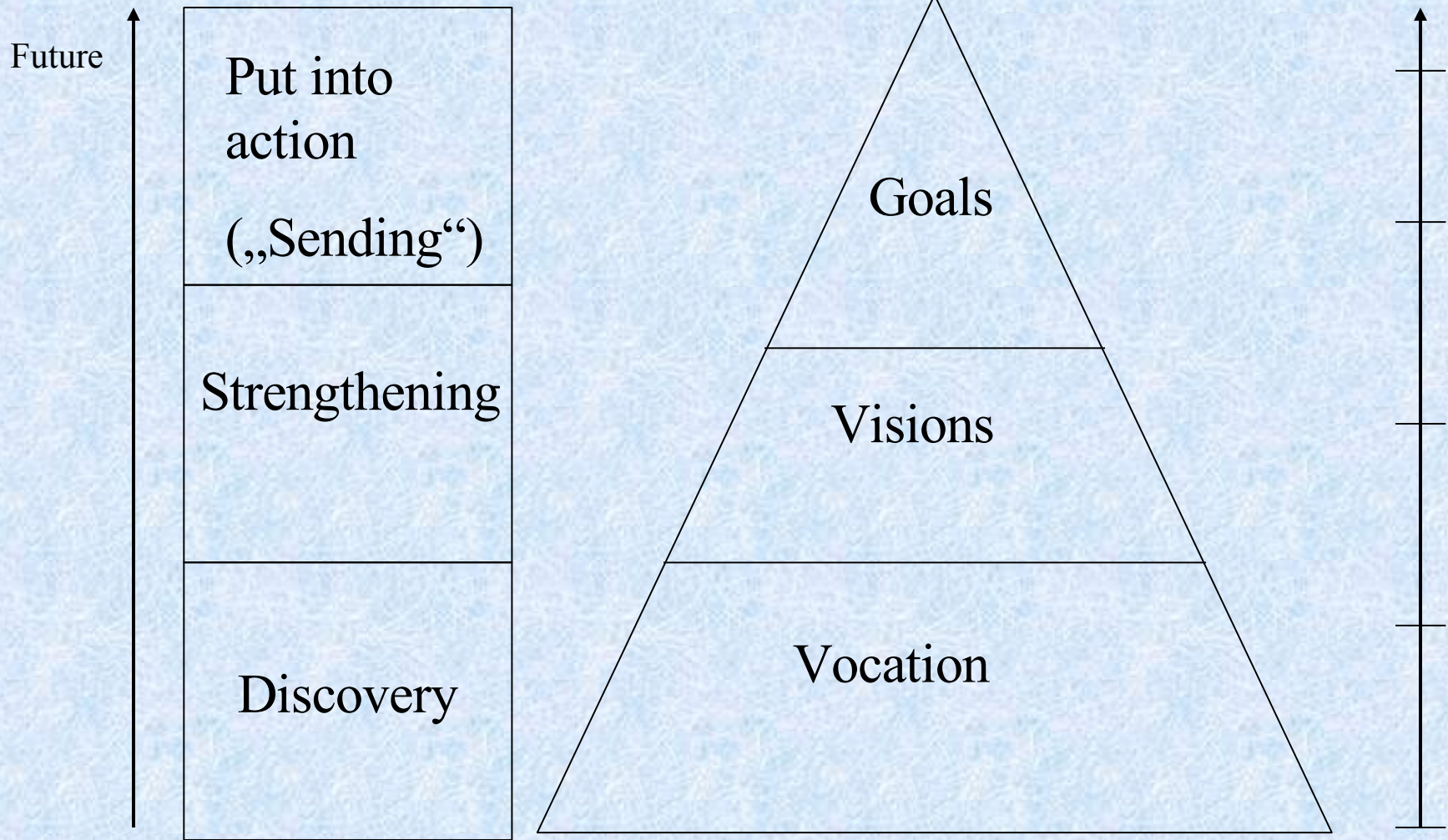




# Procedural Methodology and Phases of Vocation Coaching

Time-line

Time-line  
(Coachings)



By discovering and living my vocation and my uniqueness I am more able to accept and appreciate the other people in their uniqueness

→ to notice each human being as a unique original ...

# Consequences for the every-day-life

- there is no need for me to distinguish by being better and the other one worse, but by being different – and that means being unique
- Information as a difference which makes a difference



# VOCATION

## Systemic Focus

**Groups, Systems, Companies,**

...

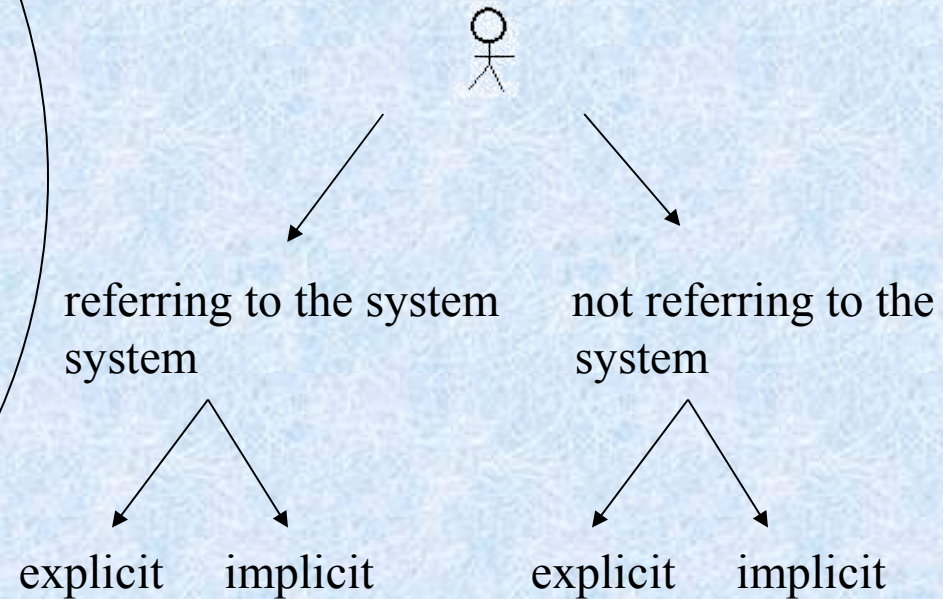
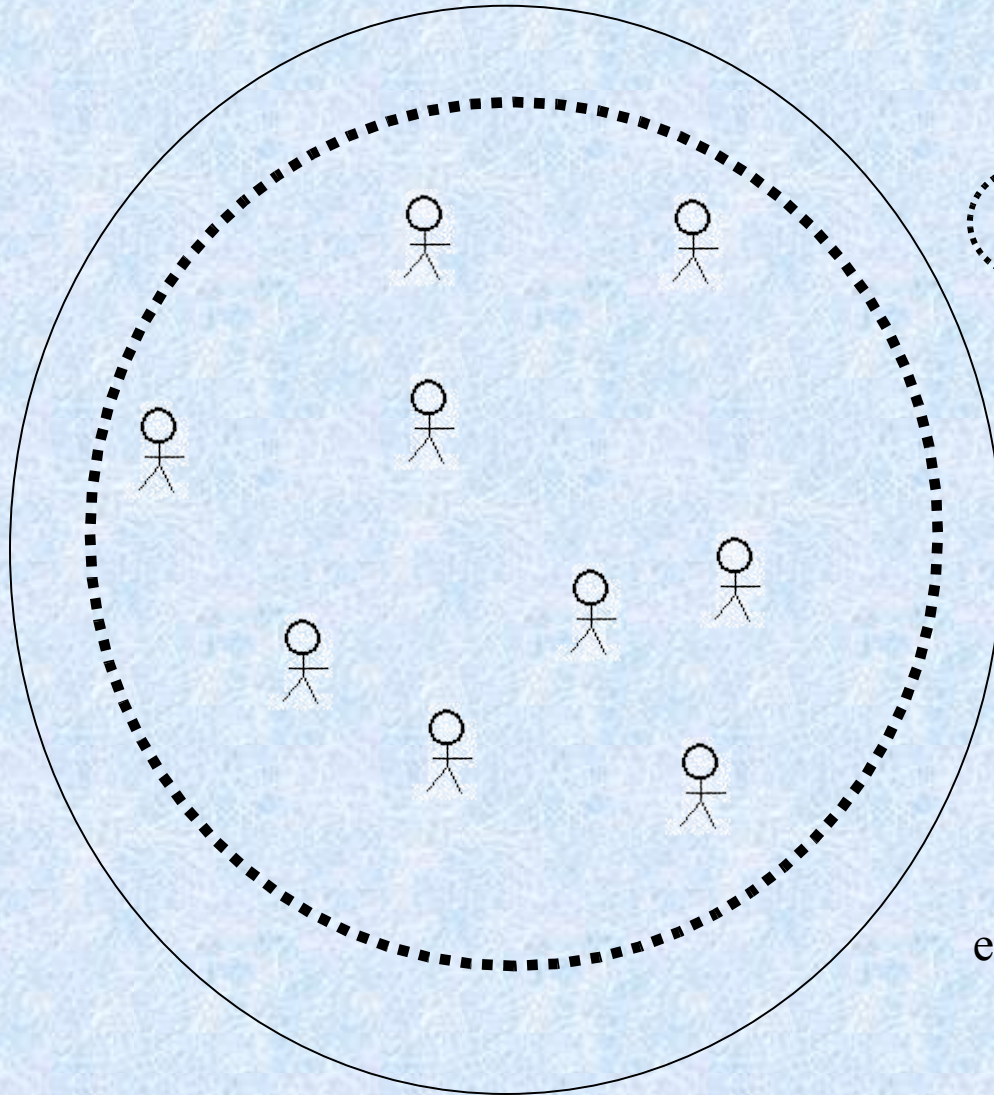
# Vocation and Knowledge

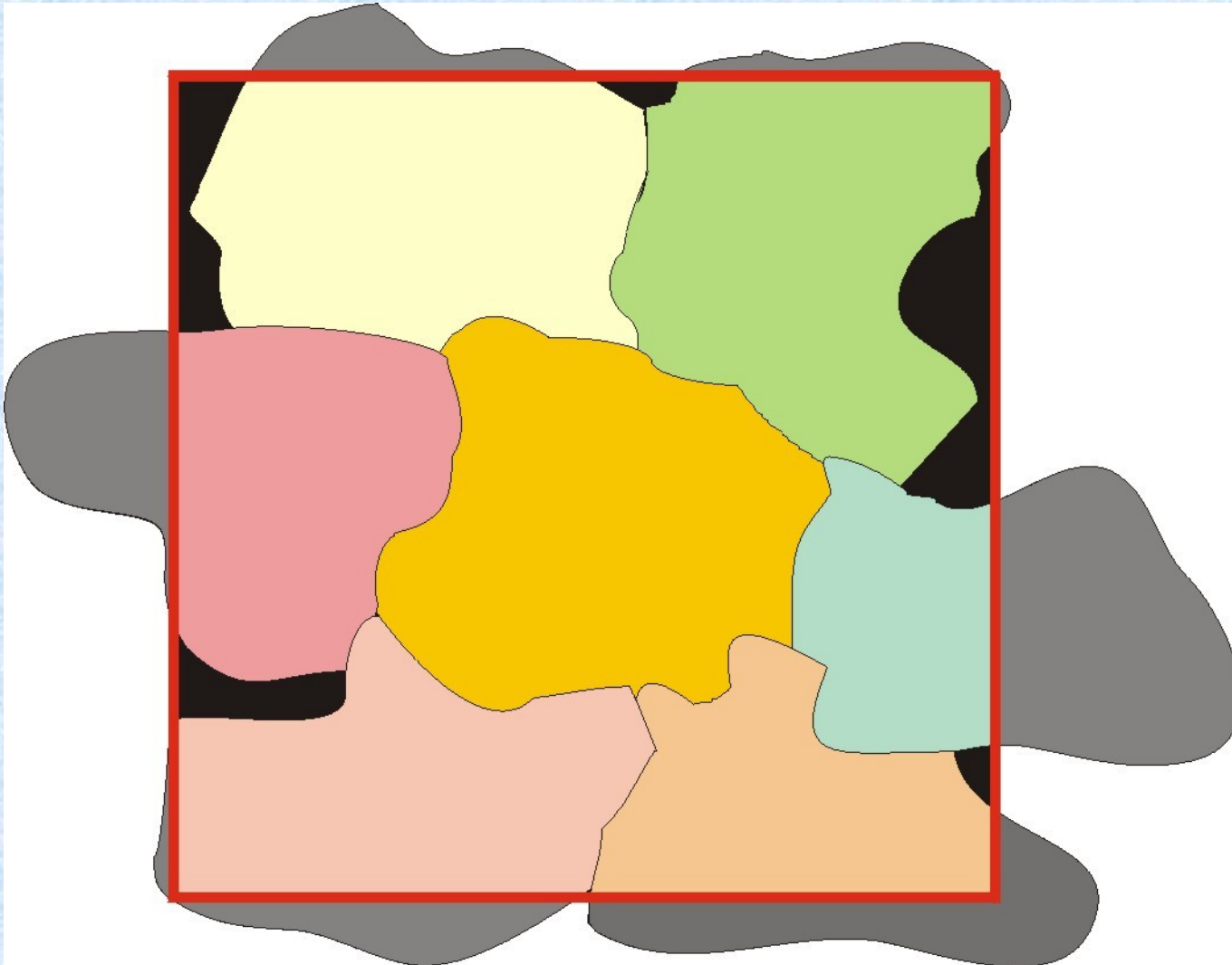


Individual knowledge

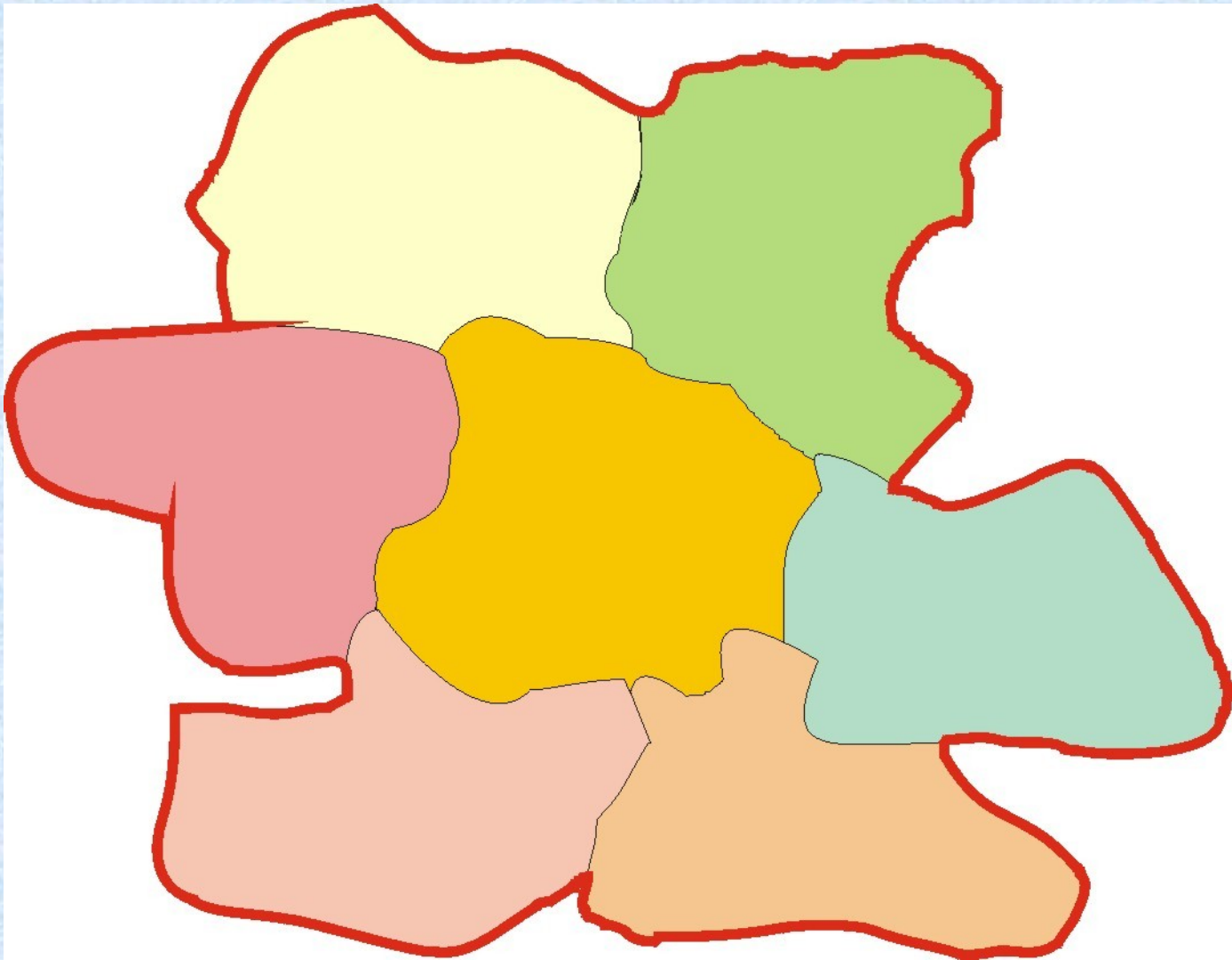


Organisational knowledge









# Practical Experiences

## Individual Focus:

Vocation-Coachings with more than 100 persons in the last 3 years.

On the average about 5-6 coachings per person during a period of about 5 months

# Practical Experiences

## Systemic Focus:

Two projects finished with one very small NPO (4 members) and one project with a part (17 members) of a large NPO



# Practical Experiences



An integrated approach to support persons and systems to find their vocation as well as to develop their authenticity and self-confidence

## **Methods:**

Vocation-Coaching, Process Communication Model (PCM), Coaching, Ganzheitlichkeit, Spiritualität

# Practical Experiences



## Systemic Focus:

- One ongoing project with a company in the field of Sustainability-Work (12 members)

## Individual Focus:

- Another project with 10 jobless persons is starting very soon

# Thank you!!

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