

**Rona,**

## **Feedback from a Mid Career Client**

### **What did you like about our sessions?**

During our sessions Denise was informative and encouraging. She listened and provided objective feedback. There was no criticism only an understanding that everyone is different with differing abilities and desires in life. Moreover the sessions were fun and interactive.

When I first sought Denise's help I was unclear about the way forward in my life as well as my career. For me reaching 40 was a half way stage in life and a good opportunity to reflect back on my past career/lifestyle as well as to learn more about myself in terms of my abilities and personality.

I particularly liked taking the psychometric tests online as I found this more relaxing. I could split them up over a period of time. The system was easy to use and informative. I felt it was invaluable to have carried out the pre-assessment for the Highlands and then compare this with the actual results afterwards.

At our first session there was a lot of information to review, however you were able to ensure that we didn't go too fast and took the time to ensure that I understood the output and information from the psychometric tests. Although I felt some of the job options/roles were not appropriate for me it did help me to think more broadly.

The second session was fun, relaxed and interactive. Here we focused on values and creating a list of possible jobs.

Finally the Key Challenges report that you produced was excellent, very informative and reflected some key messages that I've taken away with me such as using tonal memory to learn and being aware of some of the difficulties I may have in running my own business.

### **Do you have any ideas on suggestions on how I could improve my communication with you?**

None. I think your communication style was clear, informative and effective. You always responded when you said you would.

### **What has been the key learning point for you?**

There were many learning points from the course. The main ones have been:

1. Work should reflect ones values and goals in life and not just a means of earning money.
2. It is important to know and understand ones strengths and to be honest about ones abilities and personality. If you want to grow, develop or change then one needs to know what the baseline is.
3. Failure is OK. Doing nothing is not OK.

4. Everyone is different with differing abilities and personalities. Learning to accept this means one doesn't waste energy trying to change their basic character to match one's own perceptions of what they should be. However, spending energy helping others to develop, grow and mature is worth doing.

### **What action do you intend to take next?**

1. Use the Highlands, MBTI and Strong to understand how I interact with others so that I can use my strengths positively and manage/minimise my least strong areas.
2. Use MBTI to assess others (particularly new client stakeholders and colleagues).
3. Keep a regular journal.
4. Regularly reflect and update this to ensure my daily, weekly and monthly activities are in line with my goals.
5. Develop and extend the use of my vocabulary through reading, identifying and learning new words.
6. Read more widely.
7. Reflect and update my goals on a regular basis (at least annually) with my husband.
8. Discuss my goals with my husband and share/communicate together our individual and joint interests and passions.
9. Work on improving my communication style.

### **What might you say to others about this programme?**

If you are thinking about your life, your career and where you want to go next then this programme is for you. It helps you to reflect on your abilities and overlay that with your interests and desires.

Use this programme to help you to identify and follow your dreams as well as your career.

This programme helped me to focus on what really matters to me including my values and interests. Through it I was able to reassess my goals in life and ensure that the way I approached tasks were appropriate to my abilities, in line with my values and were targeted at meeting my goals.