

KNOW YOUR SELF, LOVE YOUR WORK

BY NICOLA LORENZ MANASSEH

Careers in Depth, previously known as the Tavistock Career & Educational Counselling service (TCEC), was founded in 1953 by Harold Bridger and his associates. They pioneered the application of in-depth psychology combined with practical goal-orientated career coaching. In 2003, TCEC was rebranded as Careers in Depth and continues to operate as a non-profit entity providing bespoke and transformative help to people of all ages seeking career development or change or facing retirement or redundancy.

The aim of Careers in Depth is to facilitate a process through which clients can work out a practical action plan underpinned by a better understanding of themselves and their relationship to work. As it says on their website, the consultants provide counselling, coaching and advice to help you find 'the place where your work-self and your inner-self meet.' The website also has well-written, interesting blog posts about present day workplace issues.

Psychologist and leadership development consultant Errica Moustaki, Careers in Depth Managing Director, says of their unique methodology: "People can't be labelled and there is no one-size-fits-all. Everyone is unique. What we do is to find out where a person is at in the present, and through reflective discussion, we look at their work situation in the context of their life as a whole. We help people to reach career choices that are in alignment with who

Please note that the clients mentioned in this article are based on actual client cases but names and potentially identifying details have been changed in conformity with Careers in Depth's strict confidentiality policy.

they are. Sometimes it is a matter of getting our clients to remember their passions and skills which may have been lost over time."

Stephen is an example of how Careers in Depth helped a man bored and uninspired by his successful career as a lawyer, which had taken over his whole life. He felt stuck because of the prestige and material security it brought and he couldn't think what else he might do. A reflective discussion with his consultant uncovered his long-forgotten interest in being of service and in developing young people. However, due to pressure from his parents he had enrolled for a degree in law. After working through the impact of family expectations with his consultant, Stephen decided to reduce his legal week from five to three days while he undertook teacher training and today he is a full-time teacher.

To understand what motivates their clients to go to work on a Monday, what values they hold, and to increase their self-awareness, Careers in Depth consultants listen to their clients' feelings and anxieties associated with their work, identify relevant links with other aspects in their clients' lives and then articulate them back for further reflection. It differs from therapy in that the consultants are looking for relevant links to work-related issues rather than opening up the entire inner world. As Errica says, "we find the connections with the past as and where they seem to be relevant to the present. Take successful



businesswoman Laura who found herself, for the first time, working in a job where she could not get on with her boss. Through the process of reflective discussion with one of our consultants Laura came to understand that the issue was that her boss was much younger than her previous employers - in fact he was only a couple of years older than herself. As a child Laura had been 'the apple of her father's eye' and the dynamic of father/daughter, which she had had with previous bosses who were closer to her father's age, had now disappeared for the first time. It proved to be a valuable opportunity for development, as Laura discovered her work world didn't have to remain bound up with childhood role relationships, freeing her up to discover her adult authority and autonomy."

Naturally Careers in Depth has a knowledgeable outlook on the changing nature of the UK workplace.

Errica points out that since the millennium there has been more frequent discussion of the term VUCA which means living in a volatile, uncertain, complex and ambiguous world. "Forever hardly exists anymore," Errica explains, "and with many people changing jobs often, they are more likely to experience potentially stressful external pressures such as being interviewed or the fear of becoming redundant because of changing technology." People operating in a turbulent environment must continuously adapt and refit themselves psychologically to work roles and fluid organizational settings. And that's another area where Careers in Depth can help because, as Errica summarizes, "We accompany people on their journey in the workplace - we are like co-travellers - and even in the first months after our clients have landed a job or negotiated a promotion or decided how to manage their retirement, we continue to support them. In the same way we aim to help company heads and business leaders whom we coach to realise that employee retention is directly linked to employee engagement. Emotions, feelings, desires - these matter. After all your job is such a big part of your life." ■

For a free preliminary phone consultation with an experienced career consultant to make sure that Careers in Depth is the right organisation to help you, you can fill in the form on the website www.careersindepth.com or email to: careers@careersindepth.com

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