

Frequently Asked Questions:

For people with some work experience but limited satisfaction, people who are mid-career but unfulfilled.

Who is this service for?

This service is designed for those who have at least a few years work experience in a particular area. You may even have gained more experience in a few different roles but are not necessarily at the senior management or executive level. You have never really been at home in your career and you have at least a nagging sense that there is more to work. At best, you have had some success but are not fulfilled and at worst, you may really dislike your job. What's missing is a clear focus for your career that will provide you with satisfaction. You may feel you need to re-direct your career in a measured way or take a significant change in direction.

Typically, our clients are mid-career employees up to management level, with 3 to 7 years experience (although it could be more). It could be someone who has started to specialise but is not happy with the direction. We have worked with people in the public and private sectors in administration, technical, manual and professional roles. Our clients include teachers, accountants, IT professionals, recruiters, sales people, self-employed individuals, marketing people, carpenters, couriers, photographers, actors, camera crew, architects, estate agents, secretaries, arts administrators, PR professionals, journalists, catering professionals, interior designers, members of the armed forces.

What does the service involve?

It is a one on one service based on a combination of psychometric assessment, discussion and coaching. Our goal is to help you identify specific career options that will not only match your talents but also offer you the best chance for satisfaction and success. Our approach is to provide a practical and motivating service based on our expertise and experience.

Changing or developing your career is about a combination of (1) identifying the right options and then (2) knowing what strategies to implement to successfully target those options. The service will support you in both these areas by identifying specific options (that is why we call ourselves Pinpoint) and then provide coaching and guidance on how you can position yourself for the right career option in a focused and confident way.

How does the process work and how long does it take?

Initially, we work with you over a 3 to 4 week period to decide on the best career choice for you. After you sign up for the process, we will send you an email so you can complete

- A brief questionnaire on the likes and learning from your work experience, education, training and significant hobbies / outside interests
- 3 psychometric assessments to be completed remotely

These are followed by the Career Consultation and a detailed career report. See below for more information on each of these areas.

What involved in the Career Consultation?

The Career Consultation is a one on one session with Sophie or John and usually takes 1.5 to 2 hours. During this session, we will have a detailed discussion about your career journey, what you learned from that, and enjoyable aspects of your education / training. We will go through the feedback from the assessments and highlight the strengths from your profile, and areas for you to develop which are relevant to career success. The final part of the consultation brings the information together into specific career options and looks at how you would go about targeting those options. This session takes place at our offices and generally happens during normal working hours.

What are the psychometric assessments and how long do they take?

The psychometric assessments are questionnaires that enable us to identify and highlight your strengths, motivations and work interests. These are specifically designed and validated questionnaires for the world of work. There are no wrong and right answers. The 3 assessments take about 20 minutes each to complete and are taken on-line at least one day in advance of the initial career consultation. The feedback is discussed with you during the consultation and used to develop the career options. We also use the profiles for coaching as they provide an insight into areas, which you need to manage or develop in order to maximise your career success.

I have taken some on-line assessments before and not found them that helpful. How are these assessments different?

There are thousands of test publishers with huge variations in the quality of assessments. We have taken great care in selecting the assessments we use and invest in continuously developing our expertise in this area. Based on the feedback from clients, the profiles are consistently accurate and the opportunity to discuss them with an expert is an invaluable part of the process. One of the most common things that clients say is “the profiles captured my qualities in a way that I had not thought about them before”.

What does the career report contain?

After the consultation, a personalised career report is written by us outlining: -

- The feedback from the assessments
- A short menu of specific career options and a roadmap for your future career plan
- Areas for personal development and how you might develop them
- Detailed career information on your career options

This is issued by post or email within 10 days of the Career Consultation.

How specific are the career options? How practical are they?

It is no good telling you something general like you need to work with people. Don't we all in some shape or form? And does working with people mean caring, educating, selling, or enforcing standards? When we develop career options, we aim to pinpoint options; So we tell you not just the career, but also the environment that would suit you. For example, previous clients in marketing were in the wrong organisation or sector but not the wrong profession.

The career options also need to be practical and recognise your current circumstances and commitments. Major retraining is often not an option in mid career so the options will acknowledge that. If a major career change is identified by the process, we will highlight that for discussion but such an option needs to be accompanied by more practical and less radical changes.

How much does the service cost?

The Career Development Service costs **€725**. This includes the psychometric assessments, the Career Consultation, career report and detailed follow-up over 18 months. For less than the price of a one-week holiday, you can avail of a service that can change the future direction of your career for 10 or 20 years.

What does the follow-up service involve?

We know that changing career takes time and effort. That is why we support all our clients with a follow-up service for an 18 month period after the consultation. The follow-up support is in person, by phone or email. The key principle is that it is there to complement the efforts you make to develop your career based on what options and strategies developed. It could involve a quick review of covering letter by email, feedback on a job you are thinking of applying for, a meeting to prepare you for an interview, further information on a niche career area or a follow-up session to help you maintain your momentum.

Can I call or drop in to have a chat about my own position?

You are more than welcome to call or make an appointment to have a chat about your own position. This will help you to decide if the service is appropriate for your needs. We will outline what the service can do for you. We do not push the service, as your own motivation is important to get the most from what we have to offer.

What if I do nothing?

Our service may or may not be for you at this time. However take a moment and picture yourself in 12 months time. Do you want to be in the same position with the same lack of fulfilment? You may prefer to work with other service providers of which there are plenty. As occupational psychologists, we have invested significantly in our expertise and are proud of our track record of helping people develop more satisfying careers.

Call us now for a chat: (01) 6425721

Email us

**Sophie (Sophie.Rowan@pinpoint.ie)
John (John.Deely@pinpoint.ie)**