

# Job Coaching-*A Wholistic Approach*

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- Getting to know you...
- Share:
  - Name
  - Where from
  - Current Position/Role
  - A notable memory of job coaching experience/problem/success



# Holistic vs Wholistic

- *Holistic* and *Wholistic* CAN be used interchangeably
- **Holistic:**
  - describes an all-embracing approach that views every aspect of a matter as a cohesive whole rather than a collection of isolated entities.
  - refers to a mind frame that focuses on the big picture, or the “grand scheme of things,” instead of getting too caught up in the details.
  - is about looking at the trees without losing sight of the forest- - It’s about seeing the forest and the trees and how they relate to each other.
- **Wholistic:**
  - is firmly anchored in the concept that “the whole is greater than the sum of its parts.”
  - issued to describe an all-inclusive approach that looks at all aspects of a subject
  - looking at interwoven elements of one broader, synergistic entity.

# Job Coaching-It's just what we do





# Job Coaching-A Traditional View

- Group Work: Looking at the basics of job coaching
- Think “Back t the Basics”
  - What does a “Basic” Job Coach job description look like?
  - Not the job description as it is known as today- but a simple overview- key points (the elevator introduction) you might share with a friend

# Job Coaching-A Traditional View

- What is job coaching?
  - Job coaching refers to a combination of processes that encourage, support and mentor employees in various areas of career development and professional improvement.
  - Job coaching can require diverse approaches to helping teams and individuals develop their skills and learn the various aspects of their jobs.
  - Effective job coaching can have a direct impact on the growth and success of a company.

# Job Coaching-A Traditional View

- What is job coaching?
  - Fosters a positive work culture
  - Creates a positive and supportive work environment
    - Employees feel safe to apply unfamiliar skills, learn from mistakes and develop on the job.
  - Supports new employees in their training and orientation when they start work.



# Job Coaching-A Person-Centered Approach



**The 8 Dimensions of Wellness**

# Job Coaching-A Person-Centered Approach

- Group Work: Looking at the holistic approach to job coaching
- Use your group's first job description, now add the description that considers the WHOLE person
  - What would a Job Coach job description look like now?

# Job Coaching-A Person-Centered Approach

- Think about our experience coaching today-
  - give a simple overview (the elevator introduction) you might share with a friend



# Job Coaching-A Person-Centered Approach

Responsibilities include:

- Develop effective job coaching and employment plans
- Communicate with clients to understand their goals and ambitions
- **Assist clients to discover and overcome their personal barriers and set goals**
- Assess the strengths of individuals and teach them to use them effectively
- Guide clients in learning to complete job tasks
- Help in the development of motivation and skills
- Provide coaching in effective job search techniques
- **Assist people with disabilities in developing social and life skills**
- Advise on workplace accommodations for people with disabilities
- Monitor and evaluate progress of clients
- Keep records and documentation and prepare appropriate reports

# Job Coaching-A Person-Centered Approach

- If you are a job coach, you may have heard of the person-centered approach, a method that focuses on the individual needs, preferences, and goals of the job seeker.
- But what are the benefits and challenges of using this approach?



# Job Coaching-A Person-Centered Approach

## Challenges:

- Development of individualized job coaching and employment plans
- Time needed to communicate with each individual to understand their personal goals and ambitions
- Assisting individuals in discovering and overcoming their personal barriers and set goals
- Assess the strengths of individuals and teaching them to use them effectively
- Guiding individual in learning to complete job tasks
- Helping individuals develop motivation and skills
- Providing coaching in effective job searching techniques
- Assisting individuals with disabilities in developing social and life skills useful in and out of work
- Advise on workplace accommodations for people with disabilities
- Monitor and evaluate progress of clients
- Keep records and documentation and prepare appropriate reports



# Job Coaching-A Person-Centered Approach

## Benefits:

- Provides individual support
- Encourages deeper levels of learning
- Supports management on a deeper level
- Increases employee engagement
- Boosts productivity and performance
- Creates a connection between management and co-workers
- Increases natural supports in the work setting
- Creates a connection between staff and company mission

# Job Coaching-A Person-Centered Approach



# Job Coaching-A Person-Centered Approach

## Holistic vs. Wholistic- Person Centered Job Coaching

Thank you , I have appreciated your time and attention

For a copy of the PowerPoint or  
any follow up questions or conversation:

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# Works Cited

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