



“EMPOWERING CAREER COUNSELLING WITH THE ZURICH- MAINZER COUNSELLING MODEL”



Monika Soddemann, Trainer.Coach.Facilitator

soddemann@email.de

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NICE

Agenda

- ❖ Introduction – History & Approach
- ❖ Main Features & Application
- ❖ Sharing Experience
- ❖ Practice
- ❖ Feedback





Career Counselling with the Zurich-Mainzer Counselling Model



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Career Counselling ZML



Systemic counseling

Transition research

Individual psychology

Counselling psychology
Therapy research

Gestalttherapy
integrative therapy

Motivation and self-concept
research

Solution focused short
term therapy

Career choice and career
development research

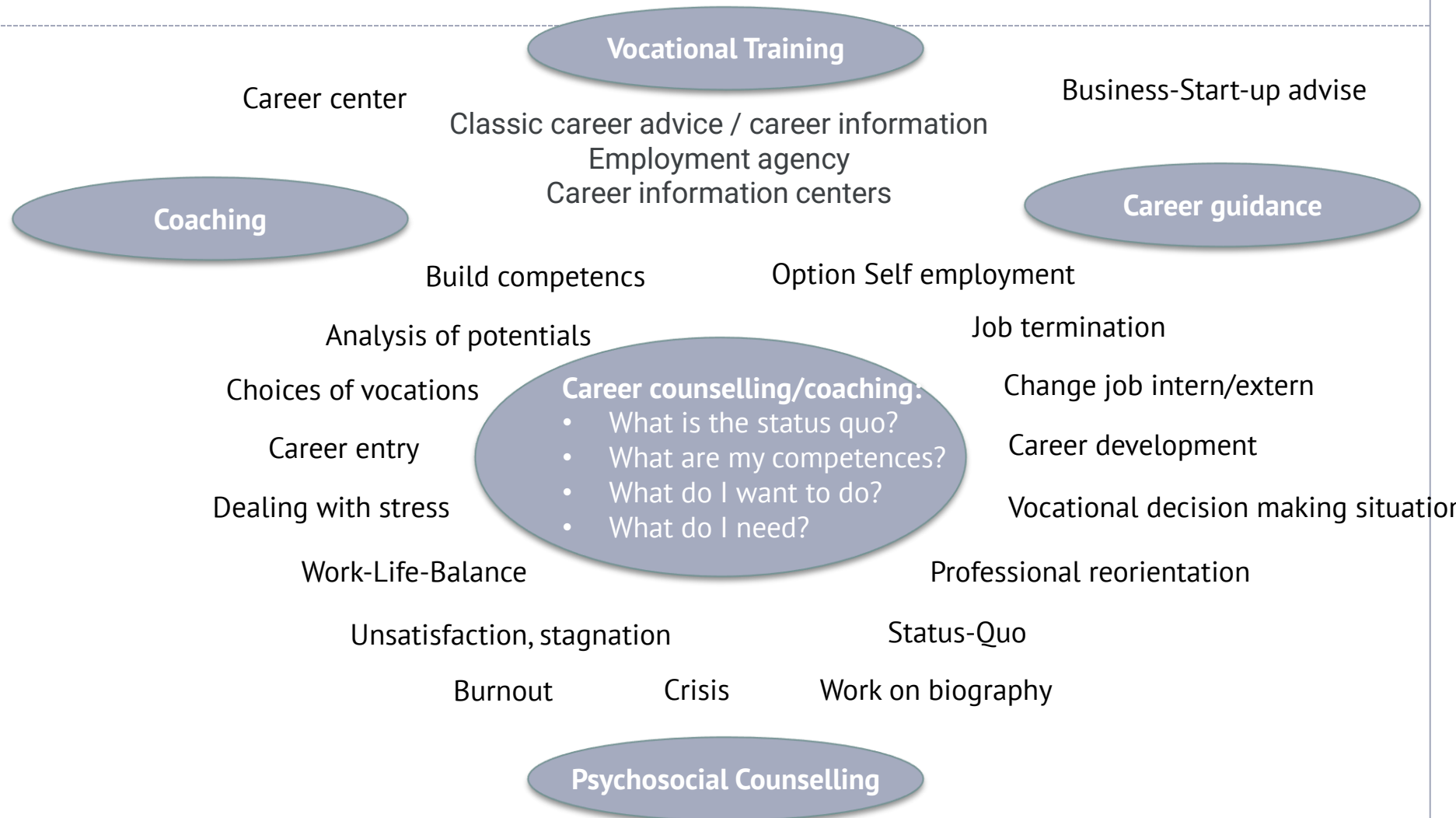
Positive psychology

Design Thinking

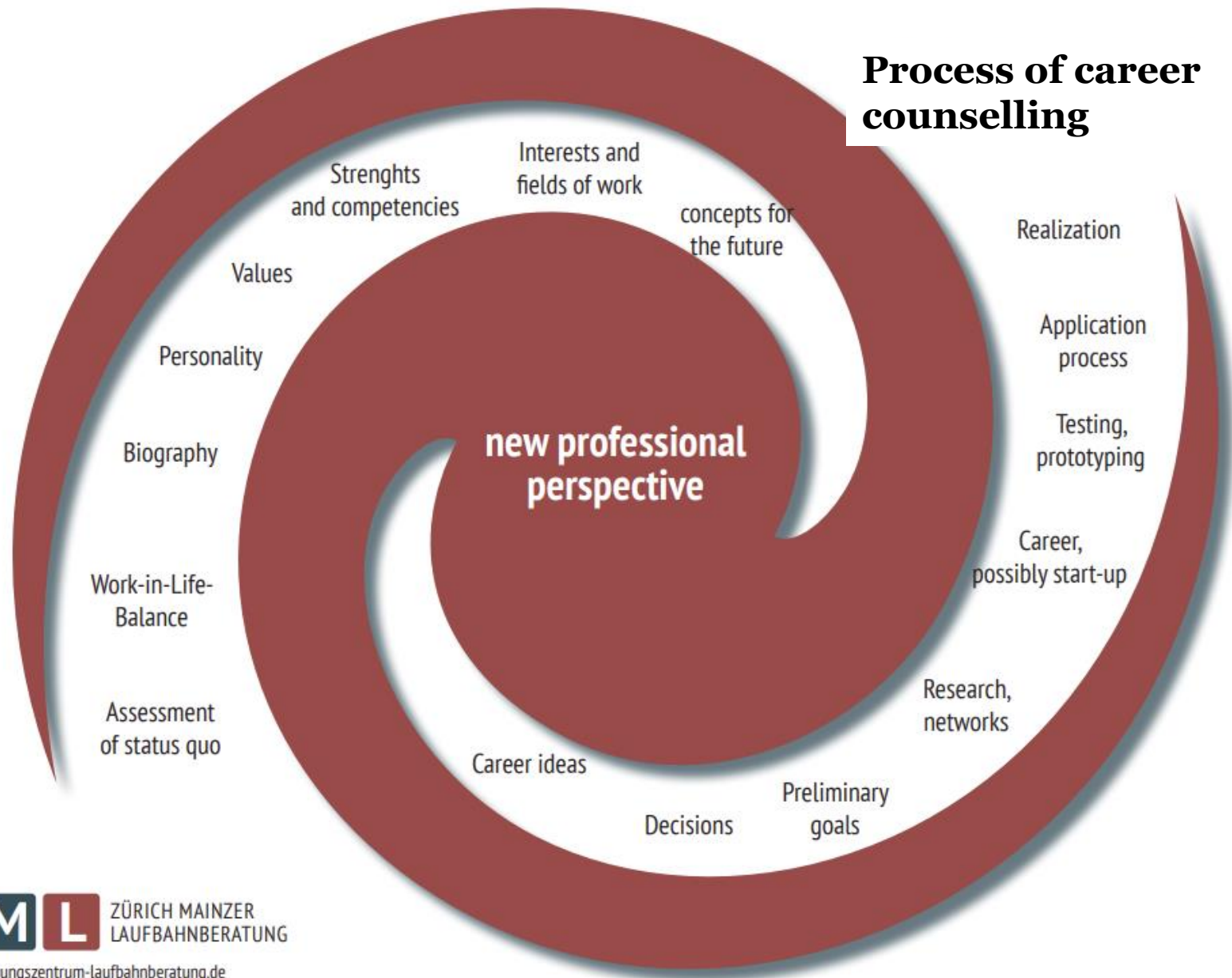
Work and organisational psychology

Personality diagnostics

Context of Career Guidance & Counselling



Process of career counselling



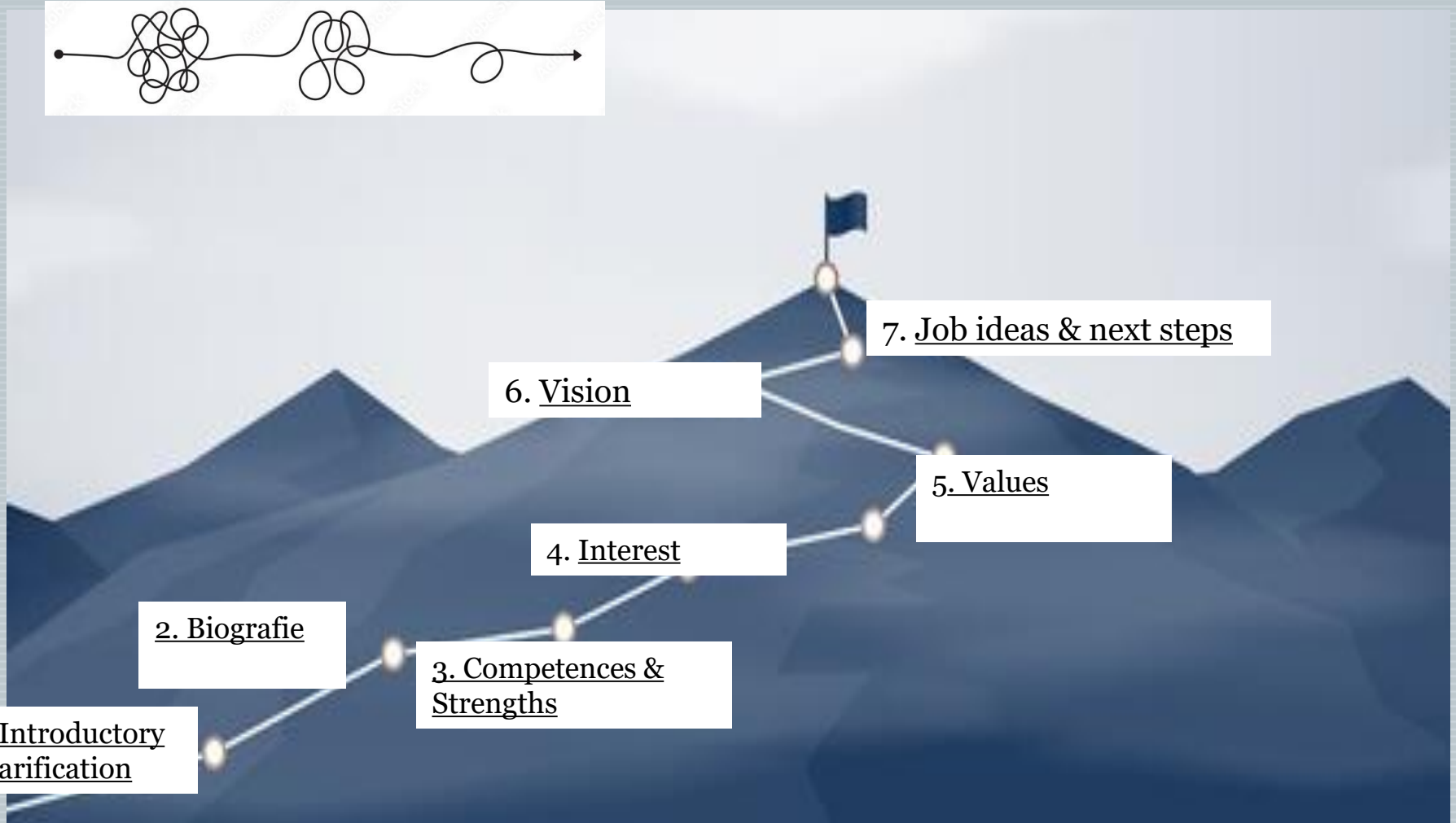
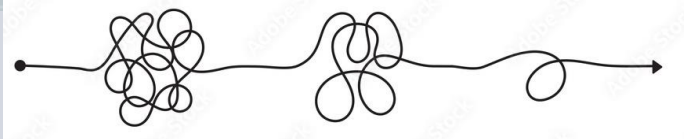
100 different methods for Career Counselling



How good a process look like?

- Personality diagnostics
- Interest tests
- Reflection with questionns
- Competency profiles
- Intuitive methods
- Creativity techniques
- Gestalt methods
- Checklists

Career Counselling Process



Exercise 1 – Wheel of satisfaction

In regard to your current job, pls. take colored pencils and underline:

Green: everything is fine

Yellow: it's okay

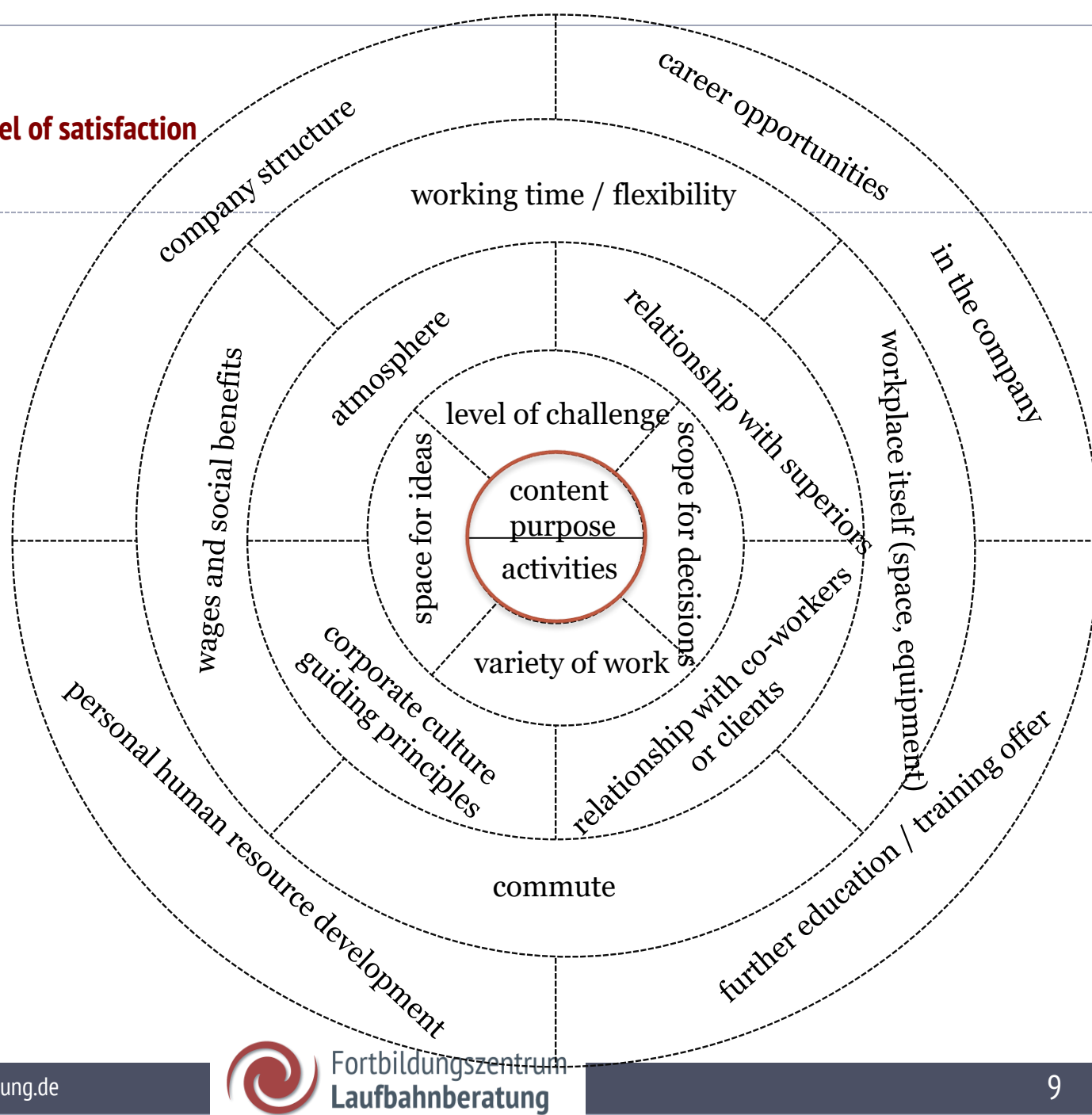
Red: dissatisfying

In case you are without a job at the moment, pls. take colored pencils and underline:

Green: is important for me

Yellow: rather important

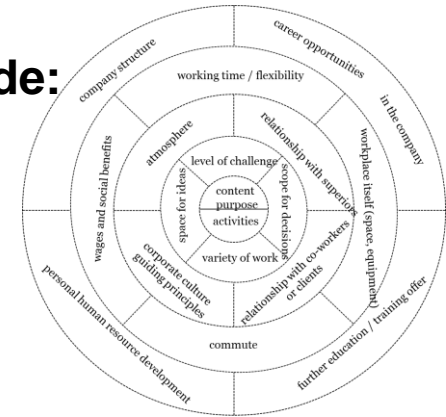
Red: not important



Exercise 1 Wheel of satisfaction

What do you recognise from the inside to the outside:

1. Inner Circle: Work itself: Purpose, content
2. Second layer: Content related working condition
3. Third layer: Social working conditions
4. Fourth layer: External Working condition
5. Fifth layer: Professional development opportunities



What are you satisfied with?

Which levels/layers are particularly important to you?

Where do you get the most warning signals and how important are these areas to you?

Write down your observations

...

...

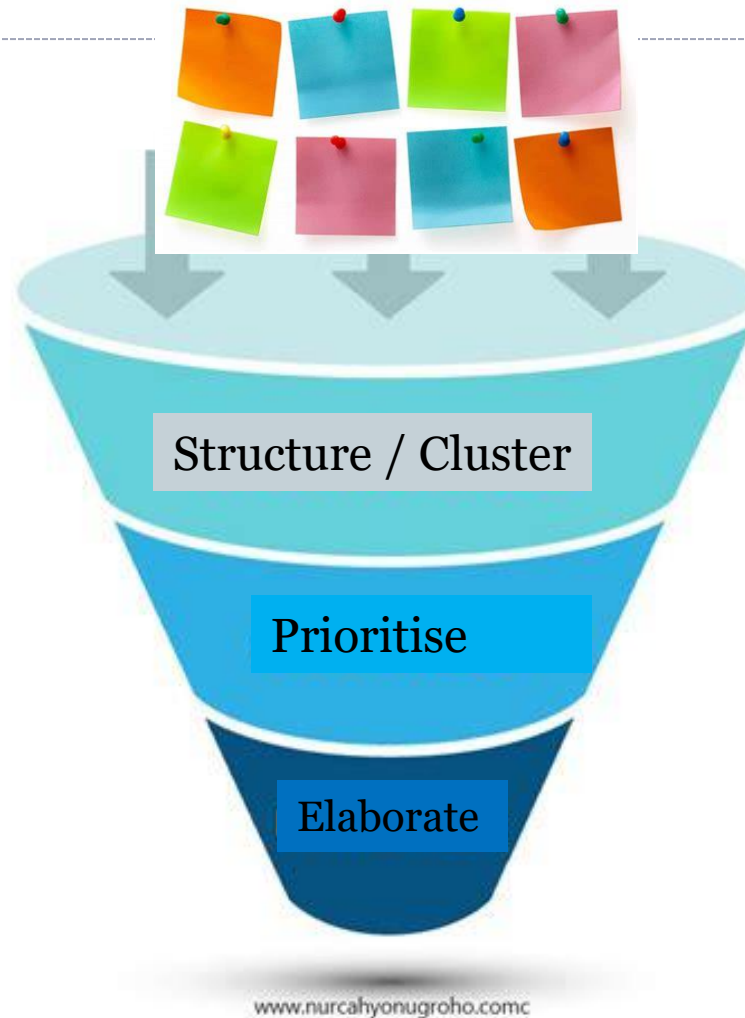
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Exercise 2 – Traces of my interests - Finalise the following sentence...

**I am interested,
moved, fascinated,
attracted...**

- I always get stuck with the following articles in magazines/newspapers..
- When I come across the topic, I am completely fascinated ...
- I am in the following department in the bookshop ...
- I like to lend a hand in these situations ...
- Others have to listen to/watch me do that ... (whether they like it or not)
- Friends say I could be good at ...
- I used to always want to be ...
- When people who are important to me ... trust me, I think that's great
- I liked to play with this/that a lot as a child ...
- I like to surf the Internet often on the following topics ...
- One day I want to do/participate in/build/experience ... again
- My daydreams are mostly about ...
- I arrange to meet up with others to ...
- The following subjects interested me at school ...
- When I talk about ... my eyes start to light up ...
- I forget the time when I ...
- I like to be in the following places ...
- I would take this with me to my desert island ...
- If I could decide completely freely, I would ...
- These people are doing something really worthwhile ...
- If I buy books, then on the following topic ...
- If I no longer had/was no longer allowed to do this, my life would no longer make sense ...
- No distance is too far for me to ...

Exercise 2 – Traces of my interest



I am interested,
moved,
fascinated,
attracted...

Questions-Answers-Feedback

What are questions?

What resonate?

What is a take away?



Thank you for
your interest!



53175 Bonn

MONIKA SODDEMANN

Telefon: **0178 / 46 77 813**

Mail: **soddemann@email.de**

Contact me for
any questions.

www.fortbildungszentrum-laufbahnberatung.de

info@fortbildungszentrum-laufbahnberatung.de