

Solutions Focus

Tuesday
16 November
2021



Simple and
practical
ways to
make
positive
changes in
your career

Your Host Today...



Pierre Noel
**Career Development &
Experience Specialist**

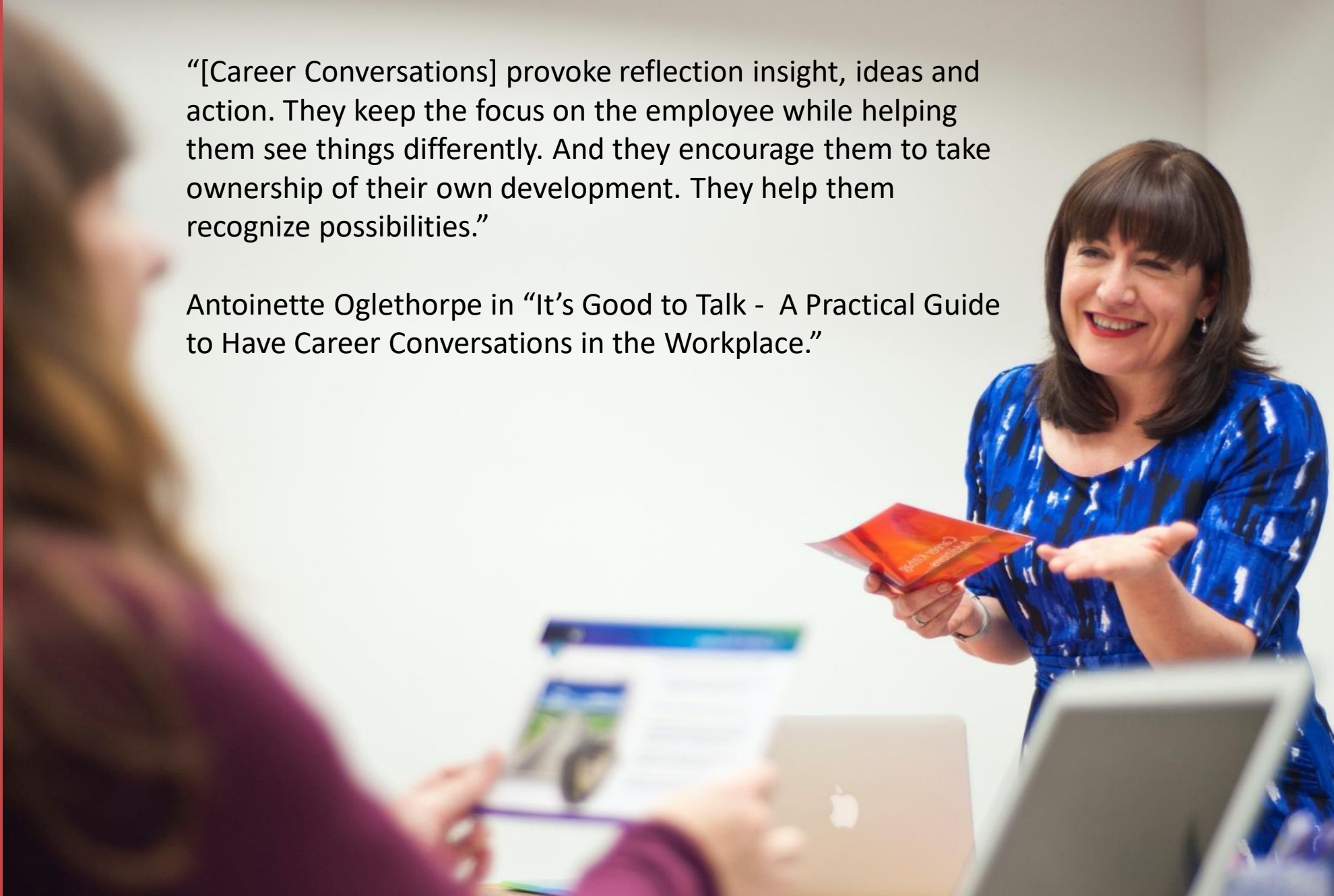
Antoinette Oglethorpe

>25 years of experience developing leaders in the Private Sector and now consulting with the UN System

- Speaker and Author on Talent Development
- Professional Career Coach and Counsellor

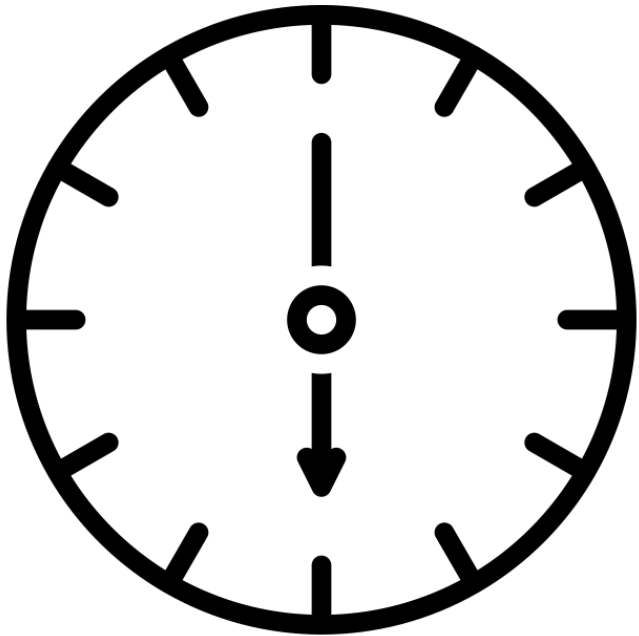
“[Career Conversations] provoke reflection insight, ideas and action. They keep the focus on the employee while helping them see things differently. And they encourage them to take ownership of their own development. They help them recognize possibilities.”

Antoinette Oglethorpe in “It’s Good to Talk - A Practical Guide to Have Career Conversations in the Workplace.”

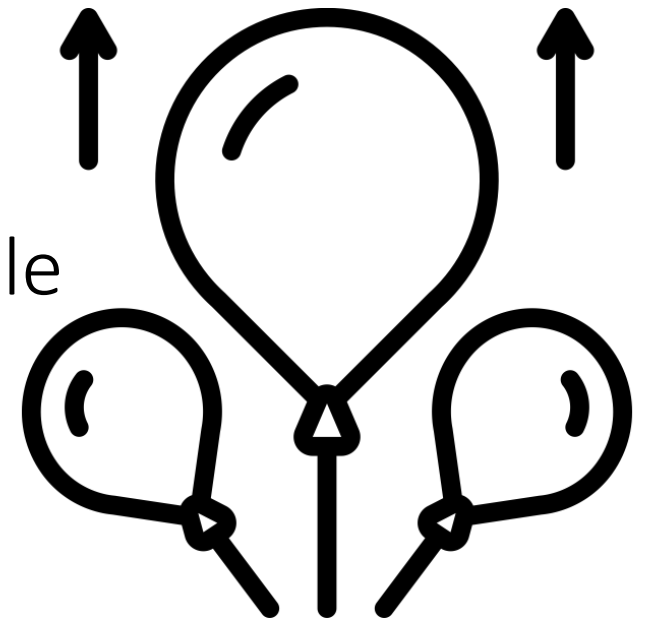


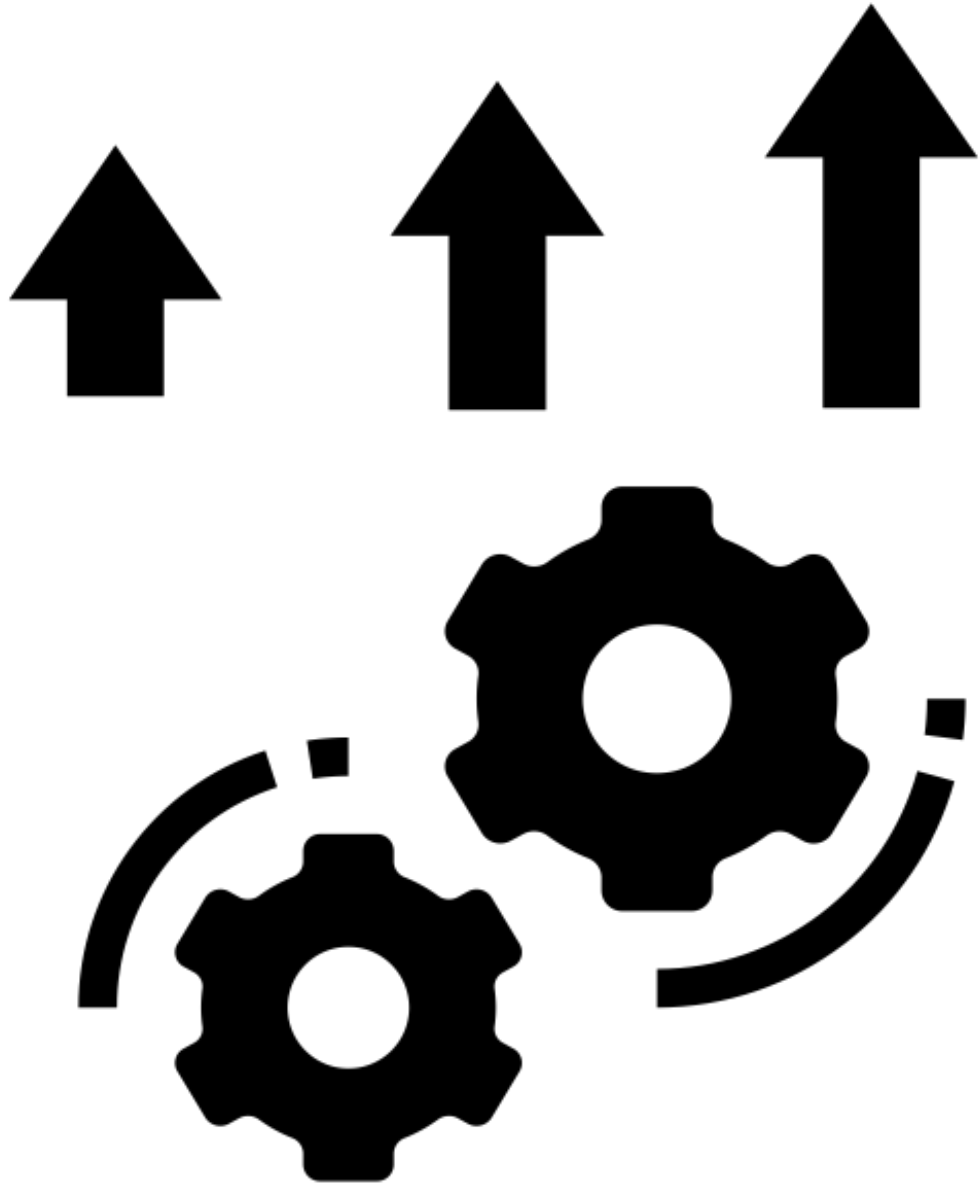
Poll

DO YOU THINK THE WORLD IS?



1. Static and predictable
2. Moving and unpredictable

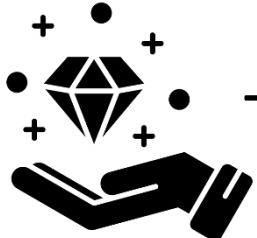




‘Change is happening all the time. Our role (as owners of our own careers) is to notice USEFUL change and amplify it.’

What We'll Cover in this Webinar

 What is Solutions Focus (SF)?

 The benefits of a Solution Focused approach to career development

 How to adopt a Solutions Focused approach to career development



What is Solutions Focus (SF)?



Question

What do you understand by the term “Solutions Focus”?

PLEASE TYPE YOUR ANSWERS
INTO THE CHAT BOX

From Therapy to Change Management

Management

Coaching

Group work

Teambuilding

Organization Development





A Radical Approach to Change

Focus on solutions (not problems)
strengths (not weaknesses)
and on what's going well
(rather than what's going wrong)

Principles of Solutions Focused Career Development

You are the expert and boss of your own career

Clarify and express what it is you want

Discover and expand on what you are already doing to reach your objectives





Fundamentals of solutions focused career development

Change in your work and career is
happening all the time

There is no one “right” way of looking
at career development

Detailed understanding of barriers and
limitations is usually little help

When you are able to express what you
want, you can discover and expand on
things you are already doing that will
help you get there



Fundamentals of solutions focused career development

When you recognize the resources
available to you, you are more able
to make positive changes

Clues on how to make progress are
right there in front of you

Do what works

Small steps can make big differences



Empowered lives.
Resilient nations.



Reflection



What do you already know about how to make progress and develop your career?



The Benefits of a Solution Focused Approach to Career Development

Raising Awareness of....

- What's wrong
- Why it's wrong
- Weaknesses to fix
- How to solve what's wrong

- What's wanted (the 'solution')
- What's working
- Strengths to build on
- Next steps

A Taste of Solutions Focus

Think of something you'd like to be better at – maybe a sport or hobby – something where the stakes aren't too high, but you have definite interest in making progress.

You're going to have two sets of questions to answer. The idea is for you to compare the effects of the two sets. So, its very important you spend the same length of time on each set of questions. We suggest 3 minutes on each.

Have a go - 'Problem-Focused' Questions

- What is the problem?
- How long has it been a problem?
- When has this problem been at its worst?
- What are the main causes of this problem?
- Whose fault is it?
- What are the barriers to success?
- How are you going to solve this problem?

Have a go - 'Solutions Focused Questions

- What are you aiming to achieve?
- What would be happening if things went perfectly?
- What are you doing well already?
- What was the very best you have ever done?
- What went well on that occasion?
- What small step could you take to build on this success?
- How would other people know that things were improving?

What's the Difference?

Problem

Solutions

Change the Viewing

Help you see
things
differently



Change
the
Doing



Help you
behave
differently

Benefits of solutions focused career development



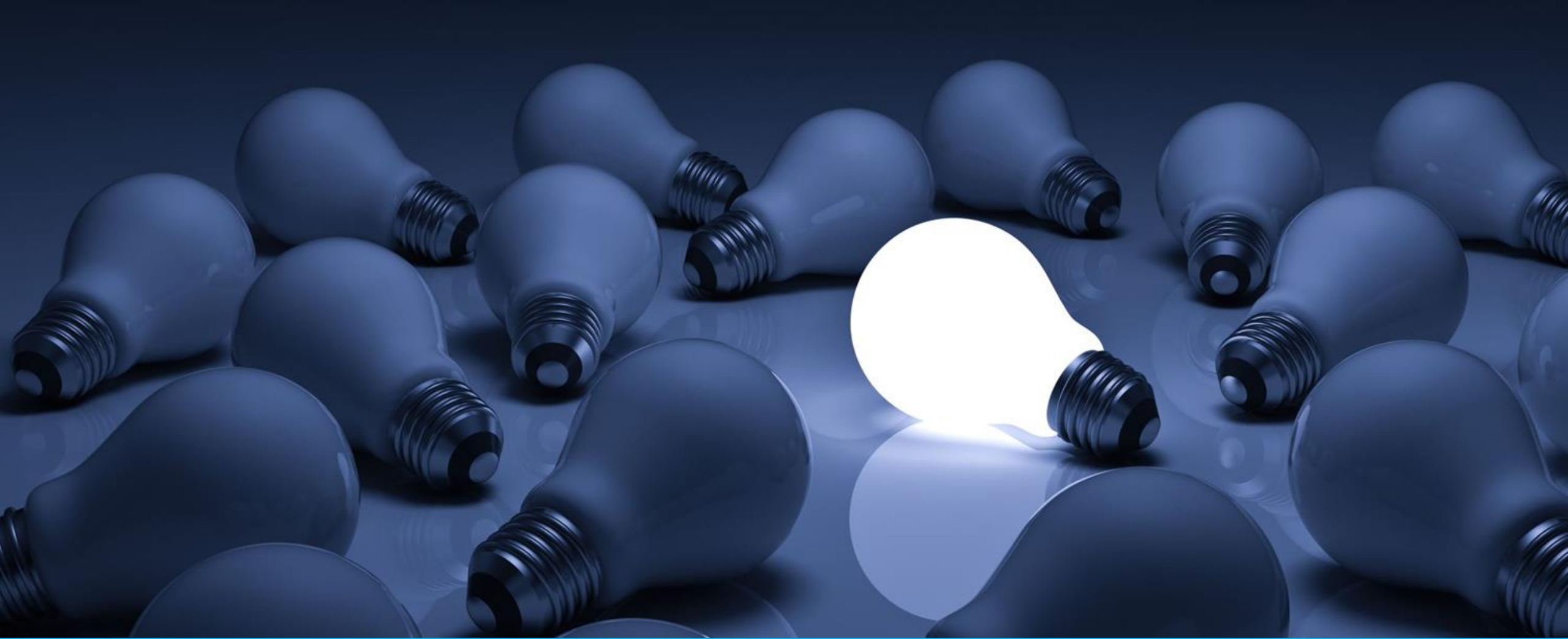
Recognizes that your work and career context is unique to you



Adopts a holistic approach



Empowers you to take ownership of your career development



How to adopt a Solutions Focused Approach to Career Development

SF Tools for Career Development



Career Platform

Future Success

Career Kitbag

Small Steps

Career Platform

Getting really clear on what's going well

What you don't want to change

What you want to be different



Questions to ask yourself



What is going well in your current role?

What would you not want to change?

What would you like to be different (that you are prepared to take action to improve)?

What would be the benefit of that?

Who else would that affect?

Future Success

Success means different things to different people

Future success goes beyond goals and objectives to imagine what your working life will be like after they have been achieved

What you want your experience at work to involve



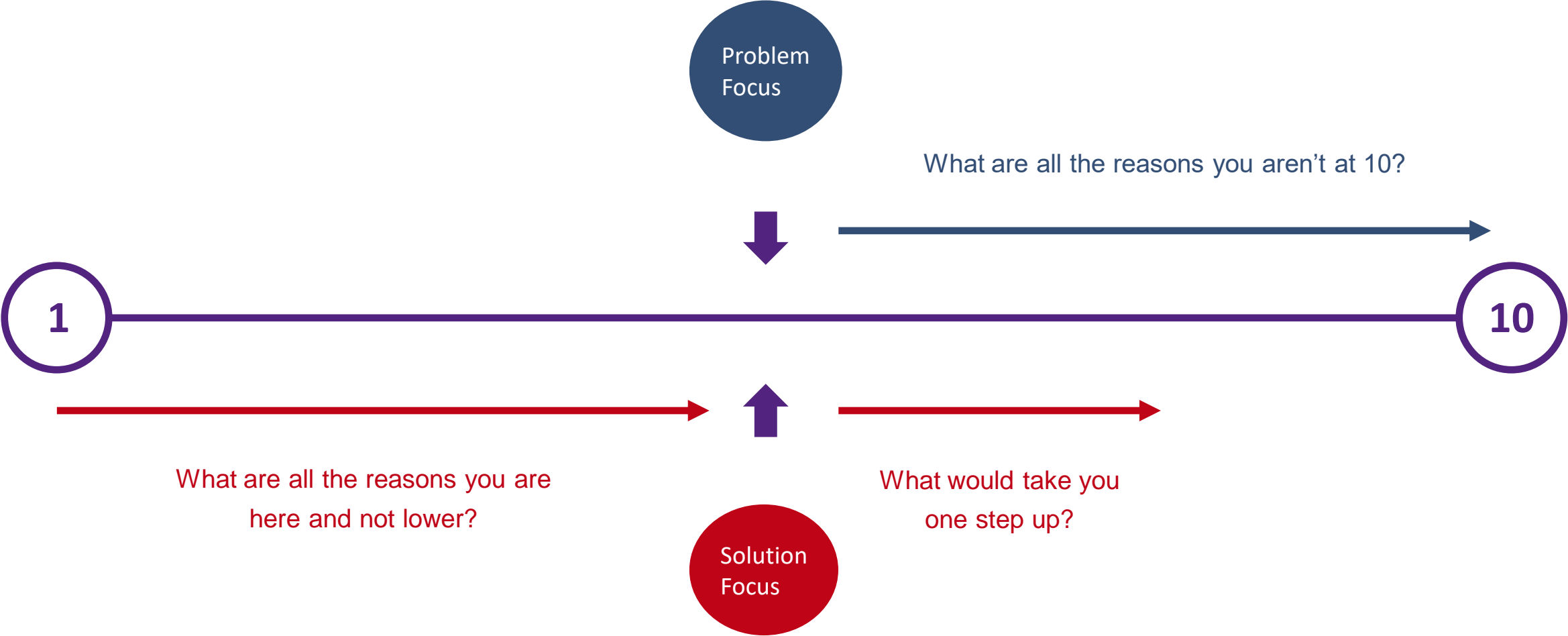
Questions to ask yourself

Suppose you could wave a magic wand and develop your career in exactly the way you'd like:

- What would you be doing day to day?
- Where would you be working?
- What kind of people would you be working with and for?
- What would you be delivering or producing and who for?
- Why is that important to you?



Solution focused scaling

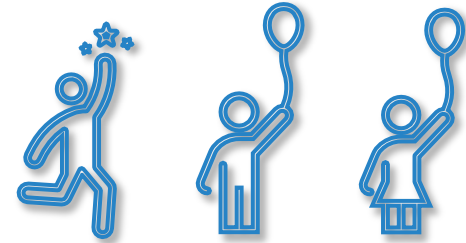


Questions to ask yourself

What resource do you have?

- Useful experiences have helped you get where you are today?

- Valuable skills you have developed?



- Positive qualities that will help you make progress?

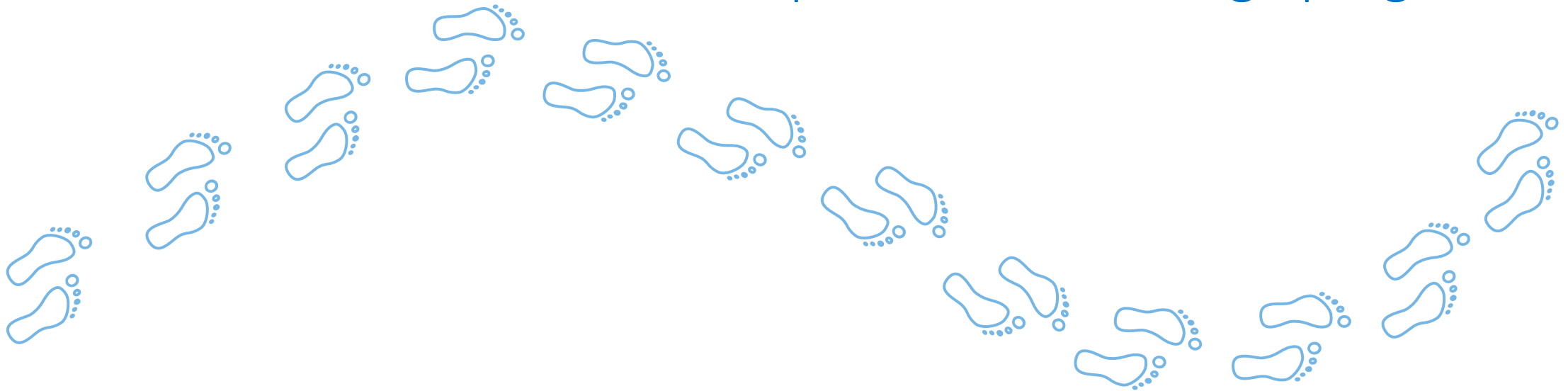
- Unique talents that will help?

- The contribution you make to your team or organization that sets you apart from others?

Small Steps

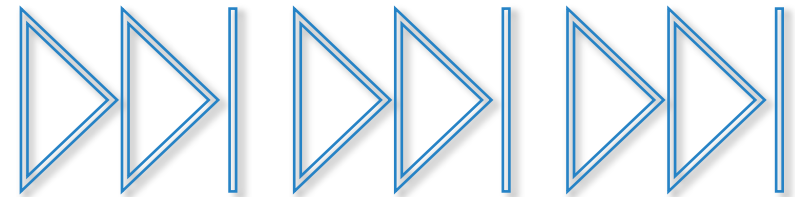
Commit to do-able actions that will help you make progress, however small

Small steps can result in large progress



Questions to ask yourself

- What actions will you take in the next three months to progress towards your short-term milestones?
- What are the first small steps towards that?
- What support do you need?
- Who can help you?
- What else needs to happen?



You're the Expert



- Consider yourself as an expert in your own life and career
- Look for the skills, strengths, talents and experiences that will help you make progress
- Evaluate the information and resources provided by others to determine their value



Empowered lives.
Resilient nations.



Reflection

Please share with us a highlight for you from the webinar.

Either...

- An Insight – what you learned about Solutions Focus and its value in career development
- An 'aha'! – something that really stood out for you
- An action – one thing you are going to do because of this webinar

Please type any comments or questions into the chat box.





What remaining questions do you have?

Thank You!



*Empowered lives.
Resilient nations.*

For any further questions, reach out to us on:

E-mail: career.development@undp.org

Yammer: Career Development & Experience

Or visit our intranet page on:

<https://undp.sharepoint.com/teams/TalentDevelopmentHub>