

### **University of Bath: coaching for research staff**

The University of Bath researcher development unit has offered a free confidential coaching service for all research staff since spring 2010. The service was started to supplement the already existing one-to-one career guidance and skills workshops and is offered for those who want to gain more clarity about their goals, aims and career ambitions, take active steps in changing their work-life balance and/or increase their self-confidence.

Coaching is provided by the Staff Development Manager (Research & Enterprise), who is a certified life coach (trained with an external organisation, The Coaches Training Institute).

Before the coaching relationship commences the coach and member of staff (client) meet for an informal chat about coaching to decide if coaching is the way forward. As a next step the client completes a profile which includes reflection of recent successes, disappointments, achievements and goals.

Each member of research staff can have up to six sessions of free coaching. Each session lasts about 45 minutes. The sessions are always one-to-one and can be in person or on the telephone (this proves especially helpful for part-time and remote workers).

Goals are discussed at the beginning of the coaching relationship and progress is assessed against those throughout the coaching period and in the final session. Feedback on progress and impact is also requested a few weeks after the coaching has ended through an anonymous online questionnaire.

#### Quotes from previous clients:

“Coaching helped to clarify my goals and move towards achieving them. I have applied for and been offered a new job in the career that I wanted.”

“The coaching has helped me be more confident in my work, addressing some underlying self-confidence issues that have made some aspects of my work very difficult. I've learned new techniques such as imaging and also experimented successfully using drawing/painting as a useful tool. In my life in general, I have found support for dealing with major changes, plus found confidence to start on career change.”

“The perspective I've gained has allowed me to be more content at work and with myself as a scientist.”

“It has helped me in some major life changes. Without the focus of the coaching sessions, I don't think I could've achieved the ambitious changes I set out to make.”

#### **For further information:**

[www.bath.ac.uk/learningandteaching/rdu/researchersatbath/coaching.html](http://www.bath.ac.uk/learningandteaching/rdu/researchersatbath/coaching.html)

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