



## **The 7 Steps to Career Change Success**

How to make your career change less difficult and more enjoyable

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# Introduction

“Some people change careers  
Some peoples' careers change  
Some people have career change thrust upon them.”<sup>1</sup>

When my editor asked me “Who is this e-book for?” I was a little surprised. It seemed obvious to me that the title, “The 7 Steps to Career Change Success”, made it clear that it was aimed at people planning a career change. Then I took a step back and thought about this a little more.

Like it or not, at some point in your career, you are going to experience a career change. Life expectancy, technology, and our own expectations of work are just a few of the factors driving this. Learning how to make a career change successfully is not something we are taught at school or university. Nor is it something that (understandably) our employers encourage us to think about or explore. No, it's usually only when we find ourselves “between jobs” or compelled by life events like retirement, parenting or caring for a relative that we actually stop and really think about what we want our career to be like and how to make it happen.

I was motivated to produce this e-book by my own experiences of career change, both as someone who had done it several times, as well as coached hundreds of people through this since 2001.

My definition of career change is:

- A significant shift in the work that you do
- The way that you do it
- The level of connection or commitment you have to it

“Okay,” you say, “but what was it that led you to come up with this?” Here's the answer.

At 9.20 am on Tuesday 5<sup>th</sup> January 1999, life gave me a big, fat slap to get a grip on my career. I was made redundant. I had been working as an executive search consultant for a firm in the heart of the financial district in London, in the UK. My then boss, David, had had a performance review meeting with me a few months before. He'd said I was nearly 30 and should really think hard about my next career move. Crucially, David said he did not want to be having the same conversation with me in 6 months' time.

I duly ignored his gentle suggestions and plodded on regardless. Deep down, I knew it was time for a change. I had joined the firm knowing this job would decide if I stuck in the industry or quit for the unknown. I thought that I had time to make my decision. Life had other plans.

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<sup>1</sup> Apologies to Shakespeare lovers everywhere for the liberal alteration of the lines from Twelfth Night.

Strolling into the office at 9.00 am on 5<sup>th</sup> January, the first day after the Christmas break, I had no idea of what was about to happen. Twenty minutes later, I was out on the pavement with a redundancy cheque, the contents of my office drawer and a P45.

To say I was in shock would be an understatement. On the one hand, I was panicking about how I would pay my rent and feed myself. On the other, I realised that for the first time in my adult life I could choose what I wanted to do with my career.

This was an amazingly liberating feeling that inspired and motivated me to re-shape my career and wider life. It hasn't been without its challenges - including a second experience of redundancy with our first child on the way and my partner opting to quit her job. Through using the human resources, recruitment and career mobility knowledge, and experience gained over several years, I successfully made a career change and have coached many others to do the same.

## Who Is This E-book for?

This e-book is for those of you who have felt the need for a career change but, up until now fear, doubt or confusion have held you back. It's for those of you who have wanted to make career change but lacked a guide to help you navigate your way to achieving this.

It's for those of you in your 20s, 30s, 40s, 50s and beyond who recognise that it is down to you to take control of your career journey.

It's for those of you who, perhaps for the first time in your adult life, have opted to give real thought to what you want to do as a career, as opposed to “falling into” the next job.

Here are seven steps that I have found to be effective both for myself and for professionals I have career coached, and I hope they'll be of value to you too.

## How to Use the E-book

You can read the e-book chapter by chapter or go straight to the chapter most relevant to where you currently are in your career change. It's also okay to go back over sections as a reminder.

In **Chapter One - Awareness of Change**, we'll explore some of the signs that you want or need to change career. From here, we'll move into **Chapter Two - Accepting Change**. Knowing things need to change is one thing, doing so willingly is another, especially if you are trying to manage other people's expectations of you. This chapter will take you through how you can manage this with less effort and more ease.

Preparing for change can create a tension between what we want and what we have – both in ourselves and those around us. **Chapter Three - Managing in the Meantime** will support you through the challenges. We then move onto **Chapter Four - Creating a Sense of Direction**, which is about how to start exploring the different options and pathways open to you. One of the key things you will discover is the resources available to you to make a successful career change. In **Chapter Five - Resource-Ful-Living**, we will work on identifying your resources, and how to use them in achieving what you want.

**Chapter Six - Success on Your Own Terms** is about creating a strong sense of what it will look, sound, and feel like to make the changes. We'll do this in a way that will give you a clear idea of what it means for you and those around you.

Celebrating and honouring our achievements can be hard. The reasons clients have given for this have included not wanting to be seen to be showing off, having a sense of “imposter syndrome” or not wanting to make a fuss. Whatever the reasons, **Chapter Seven – Celebrating Success** offers guidance on how to mark achieving what you set out to achieve when you started this e-book, and how you can maintain the benefits.

The e-book finishes with **Chapter Eight - Client Stories**, giving you examples of clients who have successfully made a career change and how you can start your own. Okay, let's get started!

# Chapter One - Awareness of Change

“Life happens while you are busy making other plans.”

John Lennon

It is not always easy to spot that it is time to change career. Although the factors that lead to a career change can, in hindsight, seem obvious, at the time we may not have been paying attention. Home, family, friends and getting into a routine at work can all dull our awareness of a need to change.

In my first job, I worked in the HR department in local government. One day, a new person called Mary-Ann joined the team. Mary-Ann was older than me and had worked for a number of years. On her first day, she turned to me and said, “Amechi, you're bored.” I was shocked both by the directness of the statement and by the fact Mary-Ann had recognised what I thought I had concealed from others, and myself. I could not deny what she said was true. I wondered why colleagues had not said the same to me.

Mary-Ann's feedback proved invaluable. It taught me that most people are too busy in their own work to have time to nurture or develop you in yours. Secondly, sometimes straight talking is the most effective way to stimulate change. Thirdly, if you do not take some form of action to progress your career, you run the very real risk of stagnating. Well, off the back of the feedback from Mary-Ann, I began looking for a new role, which took about six months. From that point forward, I committed to taking responsibility for my career.

Back in the 90s, I was an executive search consultant in the City. One day, I interviewed a candidate seeking a new role. To protect his identity I have called him Simon. He was doing a fairly routine Back Office role, paying him about £16,000 p.a. He told me that he wanted to get a similar job paying a couple of thousand more - he had a young family and another baby on the way.

It all seemed pretty straightforward. Simon had, understandably, been focused on his family and job. He had worked hard, built up his experience and got himself ready for the next career move.

A good candidate with plenty of experience seeking a reasonable salary increase. Easy to find a job. Right? There was just one problem. The work that Simon - and many other people - was doing was about to disappear. The “Big Bang” (the computerisation of a variety of financial administration tasks previously done by humans) was about to go live.

What Simon failed to do was to keep up to date with events outside his role. I remember thinking, “Surely, he knows his role is about to disappear. He needs to be thinking about doing something different and fast.” However, what came out of my mouth were some bland words of encouragement and an offer to do what I could to support his search. I do not know what happened to Simon - I certainly hope my fears for his career did not come true. What I do know is that you need to pay attention to changes going on around you and within you. These are often significant indications of a need to change career.

Both examples show the importance of paying attention to your thoughts and feelings about the work that you do or want to do. Also, how important it is to keep on top of developments that could significantly affect your career.

Maybe you have been feeling like you need a change. You have a sense you could be doing more with your abilities. Maybe you cannot even put your finger on it, but you just know you need to be doing something else. Paying attention to the frequency and intensity of these thoughts is vital. You or others might attempt to shrug them off as “a phase”, “holiday blues” or “itchy feet”. These may be true, but, if these thoughts are growing more intense, then more often than not, it is time for a change.

The way we behave around our work is also a good indicator of whether we need to change or not. Take a few minutes to answer these questions.

- Are you finding yourself bored at work?
- Are you more interested in other projects or areas of the business than your own?
- Do you find it hard to switch off from work?
- Is work invading your personal time?
- Have you lost a sense of purpose or meaning?
- Is your life built around your work?
- Are you tolerating unacceptable or inappropriate behaviour at work?
- Have you forgotten the reason for taking the job?
- Do you feel powerless to make changes in your career?

Now pick a maximum of 3 areas covered by the questions above that you are willing to pay attention to at work over the next week.

- 1.
- 2.
- 3.

Whether you are working or between jobs, you have a great opportunity to give these questions some real thought. Remember, when you are working, it is all too easy to get focused on the job and forget about the drivers and motivators behind why you took it.



Read the questions below and score them out of 10, with 1 being the lowest and 10 the highest. There are no wrong answers. Your responses simply reflect how you consider things to be now. If you are in-between jobs at the moment, think back to your last role and use this as the basis for your answers. Go with your instinctive answer to each question.

**1. How interesting do you find the work that you do?**

Put an 'N' underneath this score with 'N' standing for 'Now'.

Low 1 2 3 4 5 6 7 8 9 10 High

**How interesting would you like it to be?**

Put an 'F' underneath this score with 'F' standing for 'Future'.

**2. How well do you relate to your colleagues?**

Put an 'N' underneath this score with 'N' standing for 'Now'.

Low 1 2 3 4 5 6 7 8 9 10 High

**How well would you like to relate to your colleagues?**

Put an 'F' underneath this score with 'F' standing for 'Future'.

**3. How would you rate your relationship with your manager?**

Put an 'N' underneath this score with 'N' standing for 'Now'.

Low 1 2 3 4 5 6 7 8 9 10 High

**What would you like your relationship with your manager to be?**

Put an 'F' underneath this score with 'F' standing for 'Future'.

**4. How would you rate your work environment?**

Put an 'N' underneath this score with 'N' standing for 'Now'.

Low 1 2 3 4 5 6 7 8 9 10 High

**What would you like your work environment to be?**

Put an 'F' underneath this score with 'F' standing for 'Future'.

Now look at the scores. Think about which ones were close together and which had large gaps. Where the scores were close together, consider one action you could take to move the current situation closer to your desired one.

Work on one of these at a time. As you do so, you'll find that the other areas will be positively impacted too.

### **Summary**

Awareness of the need for career change can be obvious or subtle.

What prompts career change can come from within us and from around us.

It is down to you to pay conscious attention to your thoughts and feelings about your work.

Managing your career is your responsibility.

In the next chapter, we are going to explore the barriers to accepting the need for change, and how these can be overcome.

## Chapter Two - Accepting Change

“Jobs for life are probably historical, and even careers for life. It's behoven on anybody who is entering the workplace or even in the workplace to be planning their own futures, their own careers. No one's going to do it for them in the future.”

Angus Knowles-Cutler - Senior Partner, Deloitte

Even when we are aware that change is needed, it does not automatically mean we take action. Fear, discomfort, confusion, and inertia are just some of the factors that hold us back. However, accepting that change is needed and that it is in our hands, opens up the possibilities of different options.

Identifying our fears, real or imagined, and how we approach them, is something we will explore now through these key points:

### **1. Accept that resistance is natural and to be expected.**

As humans, we are predisposed to resist change. It's born out of our natural instincts to protect ourselves. This served us well in prehistoric times when danger lurked everywhere. In modern times, our brains have yet to adapt and be able to tell the difference between real and imagined dangers. That is why we need to stop and consider if our fears are real or imagined.

Here are some examples of 'what if' questions:

- What if people don't like my choices?
- What if it goes wrong?
- What if it takes longer than I thought?
- What if I have to go back to my old job?
- What if I run out of money?

Now, write down your own 'what if' questions. Then write down your answers to these situations. Doing this now will prepare you for dealing with such situations if they arise in the future.

### **2. Accept that not everybody is going to like the fact that you are making a career change.**

For various reasons, best known to themselves, some people will want you to stay as you are. Working out what their reasons are is not your business. However, do pay attention to those naysayers or doubters, so that you can choose whether you want to share information with them or spend time with them.

At this point you are looking for people who are going to support and build up your energy rather than drain you. I appreciate this could be challenging. Some of those energy drainers could be significant people in your life, making it tricky to not discuss your career change with them.

That is why having a support network around you is really important. So, take a moment to grab a piece of paper and a pen. Now write down the names of people who are going to be in your support team, as you make this transition. Remember to include yourself in this list.

Against each name, write down the roles that they play, for example, you might go to one person because they make you laugh, you might go to another one because they give you sound advice, and another could be someone you go to for a hug. This should take 10 minutes to do. Set a timer and write these down. Go with your initial thoughts. You can revise these later.

### **3. Accept that you will be confused at this time.**

Your career options or new job will not often come in a blinding flash. It can typically take time to work out exactly what you want to do next, where to find new roles, and undertake some experiments, then gather the learning from these. In this context it is okay to experience confusion. It is normal.

### **4. Accept the fact that changes within your current role or current company may not happen at the speed or in the style that you want.**

I say this because it's very easy to kid yourself that if you just wait a little bit longer things will be different, when deep down you already know it's time to move on. Waiting for the 'right moment', instead of 'making the moment right', is the main regret my clients have shared when they looked back on what stopped them acting sooner.

### **5. Accept that for a while you may have a loss of self.**

If you're the kind of person who ties what you do with who you are, making a career change can create a fear over losing your sense of self. This, understandably, can be scary. To make this easier, instead of using "I am a ...." practise saying, "I work as a ...." For example, instead of "I am a teacher" you can say "I work as a teacher." Using "I work as" changes this from describing who you consider yourself to be to what you do.

### **6. Accept that it can take longer than you thought to achieve your career change.**

Now, this might seem odd for you to read. The point is that while you want things to happen in a particular timeframe, recognise that success will require a number of different elements to come together. Some of these elements will be within your control, others will not.

Make it your intention to focus on the things that are within your control. Identify them. List them. Focus on them daily. Take small consistent steps in these areas. Over time, you will see the impact of doing things this way. Additionally, when those negative thoughts come, and they will, you will be able to counter them by evidencing your progress to date, however small.

Note, you may also get results faster than you had planned! Being prepared for this possibility will help you in making the progress you want.

**Summary**

Acceptance is a key part of making your career change. It will free up your energy and put you in a more resourceful position to move forward. Of course, old habits will return but, with these new approaches and practising them, you'll be able to deal with those habits more easily. You will have a supportive mindset that will aid you in constructively approaching your career change.

In the next chapter, we are going to explore how to manage the situation between now and making your successful career change.

# Chapter Three - Managing in the Meantime

“Your dreams tell you what to do; your reason tells you how to do it.”  
Jonas Salk

When planning a career change of any kind, whether that's a new job, a promotion, going freelance, setting up a business, or switching to a completely new type of work, it's important to establish what your priorities are, relative to your life overall. It will help connect your current situation with your desired one.

Over many years of coaching people through making successful career changes, I have found the biggest cause of their progress stalling was a failure to recognise and map out where a career change sat in their priorities. Here's how to avoid this happening in yours.

Set a two minute timer. Now, write down the top 5 priorities in your life at the moment. These might include food, shelter, warmth, family, health. Make sure you include your career change.

Now that you've written these down, set the timer for 30 seconds. Put the different aspects of your life in priority order from 1 to 5. See what comes first, what comes second, what comes third. Take a look at the list. If your career change isn't in the top three, think about what needs to change to move this there.

If it is in your top three, revisit this list daily to check that your actions are supporting your aims. Put 20 minutes per day into your diary dedicated to a specific action towards your desired goal. Doing this consistently will provide evidence of your progress and give you momentum in working towards your goal.

## Summary

Change can be daunting, overwhelming even, as you try to get clear about next steps and priorities, whilst at the same time dealing with other people's attitudes, as well as your own, towards the change you are about to embark on.

Instead of putting yourself under pressure to achieve the perfect result, focus instead on what you can do in the meantime to move towards career change success gradually and consistently. This is particularly important when you are not clear about what you want to do next.

This is a time of experimenting through temporary work, projects, short courses, volunteering, and side hustles. Getting things in perspective and priority order will help you in creating a sense of direction, which is discussed in the next chapter.

## Chapter Four - Creating a Sense of Direction

"The indispensable first step to getting the things you want out of life is this:  
Decide what you want."

Ben Stein

This might be the first time in your adult life you have given yourself permission to take charge of your career. This involves reflecting on and challenging your own and other people's perceptions of who you are, and why you should or shouldn't make a career change. It's an essential part of creating and exploring new career path options.

At this point, you might be thinking, "Okay Amechi, I know you have done this for yourself and 100s of your career coaching clients, but how do I get started while reading this e-book?" Well, here are a few simple steps you can take:

**1. Get clear in your own mind why you want to make a change in your career. Here are some ideas to get you thinking. Your reasons could be a combination of any of these.**

- Greater flexibility, more appreciation, better rewards and a change in responsibilities in your current role.
- Desire for a role change, further development, or movement into a different business area in your current company.
- Feeling it is time to move to a different company, for better rewards, status, and recognition.
- Wanting a change to allow you to meet other priorities or commitments.
- Feeling that it is the right time to go freelance, start consulting, contracting, or running your own business.
- Creating a life in which work is part of it, but not the sole focus, giving more time to other areas of your life.
- You've done the career expected of you, and now, maybe due to redundancy or company reorganisation, you feel free to pursue the job or career that you wanted to do.

**2. Be OK with not being sure what direction you want to go in, yet! I want to stress that this is an exploration stage so do just that. Here are a few questions to consider. Do write your answers down:**

- Think back to your childhood or teenage years. What were the things that you really wanted to do? Maybe now is a good time to start to revisit them.
- Think about the work that you've done. Look back over your career and think what areas of work did you really enjoy? What really got you excited? What did you find yourself getting lost in?
- Consider what other areas of work are appealing. Which ones are you curious enough to explore now?
- What have you already considered or thought about, and feel now is the right time to explore further?

- What have friends, family and colleagues said that you are good at, that you might like to learn more about?
- Look back over annual reviews and client feedback to see what stands out as things that you'd want to include in any future work you do?
- What skills have you gained through various parts of your life - study, work, volunteering, hobbies, family, friendships, travel? Which of these could be combined to create a potential new way of working?
- What elements of different jobs adverts and roles you have come across appeal to you most? Use websites to find job titles and information to aid you in creating your own ideal position. Remember, you only need to take the interesting parts.

### **3. Establish if you are moving away from a current situation out of fear or are being drawn towards a future opportunity by excitement.**

Fear is a powerful motivator. Getting away from a toxic environment, bad manager or threatened job makes sense. However, fear based motivation tends to last only as long as we feel threatened. Only when we find ourselves in a physical or metaphorical place of safety, do we stop, rest, recover and reflect on what we want to do next. Making a choice about your career direction from a fearful state can impact your ability to make informed choices.

Excitement is also a powerful motivator, especially in the context of being drawn to something attractive and compelling. It does not need to be a perfectly formed thought or idea. What it does need to be is something that gives you a sense of moving in a meaningful and purposeful direction.

### **Summary**

Granting yourself permission to consider and create options for yourself is something you need to take your time over. Clarity will come from working things through, rather than pressurising yourself to come up with the 'right thing.'

Many of the people I have coached initially found it challenging to shift their thinking - in part because they identified so closely with the work they had done to that point. If you're feeling something similar, the next two chapters will be particularly helpful.



## Chapter Five - Resource-Ful-Living

“Start where you are, use what you have, do what you can.”  
Arthur Ashe

It's all too easy to put a career change on hold because of some form of “butlackitis”. What is “butlackitis”? You know that voice inside your head that says something like “I'd love to make a career change into [fill in the blank], but I lack the knowledge / skills / connections / experience / years / confidence to do it now.”

Here's the antidote to “butlackitis”. Start with the resources you have and use these as the foundation for getting into action. Recognising, recording, and valuing the resources you have available will boost and support you. It will give you the opportunity for “resource-ful-living”, recognising, appreciating, and using what you have to move forward.

Resource-ful-living requires a mindset shift, specifically in the words you use about yourself and your current situation. Here are two ways to describe your situation.

“I still haven't worked out what I want to do next in my career.”

“I haven't been successful in my job search.”

“I still haven't worked out what I want to do next in my career, **yet.**”

“I haven't been successful in my job search, **yet.**”

The first two sentences are examples of closed-loop thinking. The words go round and round. There's no visible means of this changing through your own or other people's actions.

By contrast, the second two sentences open up the possibility for change through the use of the word “yet”. This implies that there is a possibility of the situation changing. This could require doing something differently - thinking, acting, speaking, listening, refocusing, waiting, etc.

The key points around resource-ful-living are:

1. Be grateful for what you have that supports you in moving towards where you want to be.
2. Keep things in perspective, especially when there are challenges.
3. Be open to opportunities.
4. Recognise and value your knowledge, skills, and expertise.
5. Be willing to stop, reflect and adjust your approach in order to get the result you want.

Many years ago, I worked with a client who had been referred to me by a mutual connection. They were seeking a new role after their previous one had been made redundant. They had done all the typical job seeking actions without success - networking, using recruiters, applying directly for roles, and using job boards. The client was quickly running out of savings. The pressure was on to find a new job. All avenues had failed to deliver the desired result. At this point, both the client and I felt stuck as to what to do next. It was then that I suggested they speak to their network again. This action proved to be the difference maker. One of their former colleagues, who they had spoken with before, now needed just the skills and expertise the client had. This provided the launch pad for the client to later go into business for themselves for several years, before switching back to employment.

### **Summary**

Make it your business to know what resources are available to you and put them to work in service of your career change. The next chapter will explore defining success on your own terms.

## Chapter Six - Success on Your Own Terms

“There is a simple formula for success in anything. It is this:

Motivation + Information + Action = Success.”

Zig Ziglar

One of the fundamental aspects of a successful career change is having a clear sense of what this will be like. Taking the time to imagine and create this can help you avoid taking any role and finding yourself too comfortable to move on, even though it's not right for you to stay. Even more importantly, it can help you stay focused when things get challenging. It will serve as your guide and reference point.

Let's be clear, this vision can and probably will alter. How you defined success in the early part of your life will differ from how you define it in the middle or latter parts of your life. The main point is, put you back at the centre of directing success, on your own terms.

Now, you might be thinking, “This is okay in theory, but how does this translate in the real world?” Take a piece of paper and a pen. Set your timer for twenty minutes. Make sure you are somewhere quiet, where you can focus. Write down what success means to you in terms of work. Include details about:

- Where you are working
- What you are doing
- Who you are doing it with
- How many hours you are working
- What is supporting your growth and development
- How you are being treated by your colleagues
- When you have breaks
- Who your friends are
- How flexible your work schedule is
- How work fits with your wider life
- Why you enjoy your work
- How you got the role
- When you got the role
- Who helped you get the role

Note: If you don't know, make it up! You are free to create this as you wish.

### Summary

Describing and articulating what success will be like for you, based upon your values and priorities, will make it more compelling, interesting, and personal – and is often more appealing than working to accomplish someone else's vision not aligned to yours. It's a powerful tool for handling potential bouts of “imposter syndrome”. Your future has not happened yet. As a result, you can give yourself the permission to expand your thinking about what is possible, and how you can accomplish it. The aim is for you to be able to connect your future and your present. Doing this will put your wider mind into action. Now, let's go onto the next chapter on the importance of celebrating your progress.

## Chapter Seven - Celebrating Success

“No one has yet computed how many imaginary triumphs are silently celebrated by people each year to keep up their courage.”

Henry S. Haskins

We celebrate birthdays, festivals, and other special events to make them memorable. Many of these can be positive memories signifying key moments in our lives.

During a career change, it can become easy to define it by obstacles, failures, and setbacks. While this can be okay for a little while, if this becomes the focus of attention, it can drain your confidence, and have you miss the progress you have made. That is why it is so important to recognise, reflect upon and celebrate positive milestones. What you opt to celebrate is down to you. The main point is that you keep a record of your progress and celebrate it.

Doing this will maintain and bolster your confidence when needed. It might feel uncomfortable to do so. Do it anyway! You are building the habit of doing this, so don't expect it to be something that just happens.

The final chapter gives you the chance to hear from people who have taken each of The 7 Steps to Career Change Success for themselves to make the changes they wanted.

## Chapter Eight - Client Stories

Okay, we've gone through The 7 Steps to Career Change Success:

1. Awareness of Change
2. Accepting Change
3. Managing in the Meantime
4. Creating a Sense of Direction
5. Resource-Ful-Living
6. Success on Your Own Terms
7. Celebrating Success

Let's now hear from people who have put this into action, and find out about the results they achieved:

*Jonathan* had been unemployed for six months before he hired me. He felt he'd tried all he could to find a new job. His financial resources were dropping fast, and he was beginning to feel the pressure of being the sole provider for his wife and young family. Within 2 months of working together, Jonathan found the role he really wanted.

**"I think this would be a good opportunity to say how helpful you've been & how much I've enjoyed your coaching. It's been a huge benefit in keeping me 'on track' over the last few months.**

**Coaching is a great concept and something you do really well.... I'm very glad I picked you. It's such a marvellous feeling that everything is working out now and life has suddenly taken on a different perspective."**

*Marion* had lost her job, home, and relationship in quick succession. Over several months, we worked together to help restore her confidence and find a role that she really wanted.

**"I think you have a wonderful gift in dealing and communicating with people and you are caring, honest and compassionate, very professional in your approach and you have the great ability to adapt very quickly and very well to every challenging problem that I brought into our sessions. Coaching people is the work you are born to do, and I know that everyone, who chooses you for coaching will get the greatest benefit out of it, I certainly did."**

*Chris* was a senior level director within a financial services company. He was at a crossroads in his career and hired me to help him plan the next move. Whilst he planned, his company acted making him redundant. Working with me, *Chris* was able to leave with sufficient confidence to build the future he wanted.

**“In conclusion, I found coaching a positive experience. It helped me to clarify my thinking, identify priorities, achieve good results and feel better about what I was doing and myself. I would recommend coaching to anyone who would like to find out if professional support can help them to achieve more in their business and personal life.”**

*Chris* subsequently found a new senior level role, more in line with his work values, and continued to work with me to get the best from this position.

*Tariq* had been struggling against company politics for several years. He felt it had stopped him getting promoted. He worked with me for 6 months. A month after we finished the coaching, he was promoted.

**“You had a major share in my success. Thank you for your support and coaching.”**

*Giancarlo* had been working in the family business for several years. He knew his passion lay in training to become a therapist. He felt both afraid and guilty about telling his family of his career plans, but he knew it was what he wanted. He and I developed and rehearsed how he would tell his family.

**"The results I achieved after talking to you that morning are amazing. My girlfriend came to dinner with us, and she couldn't believe that I already told them I was leaving the company. She was expecting some sorrow, some sadness, or at least a bad atmosphere. On the contrary (and I still hardly believe it!), they accepted the situation, and we started making constructive plans for the future of the business.**

**My girlfriend thought she was having dinner with a sort of “Coca-Cola family”, as everybody was so happy and motivated. It's amazing!! In other words, my decision didn't appear to be the heavy burden for them I was expecting it to be. They accepted it and I realise that their ultimate goal is my happiness, of course.”**

*Renee* had been working as a film and TV editor for several years. Alongside this she had been pursuing her ambition of getting a children's story published and produced as a TV series. Ready to pitch her idea to potential investors, *Renee* had a crisis of confidence and called me to coach her:

**“Thanks, Amechi, for helping me get things in perspective. I am much more relaxed now.”**

**Renee Edwards - Author, Magic Wanda and the Dragons**

## Take the Next Step in Your Career Change

Now, discuss your career change plans on a 30 minute call with me using this link:  
<https://calendly.com/yourcareermatters/career-planning-call>

Together, we'll discuss your current situation, your ambitions and what working together would be like to help you achieve career change success.

I'm looking forward to working with you!

*Amechi*