



Career Coaching with High Profiling® Hybrid Shape Your Professional Future with an AVGS

For Academics, Professionals and Executives

Are you looking for a job that you enjoy and that suits you well? If you are registered as a job seeker, the costs are covered 100% by the employment agency or job center through an AVGS (activation and placement voucher).

Our scientifically based coaching program accompanies you over eight weeks. You receive worksheets and tasks via coaching app that also help you progress between coaching sessions (online, on-site or hybrid).

How Do You Envision Your Future Career?

Currently, the labour market is in a state of upheaval and offers a wide range of opportunities for your skillset and work preferences. We take the time to reflect on your professional experiences. Then, using our research-based coaching approach, you will gain comprehensive insights into your professional and social skills, interests and values. Together, we'll develop your career options and support you by implementing a targeted application strategy. At the same time, we ensure that you have all the tools needed to maximize your chances during the digital application and recruitment process. With our partial or fully-online coaching program, we offer strategies to expand your digital application skills.

Career Reorientation for Academics and Executives

If you can answer affirmatively to as many of the following questions as possible, then you are indeed in the right place with us!

- ➔ Do you aim for a sustainable career where your unique combination of skills is appreciated?
- ➔ Is it important to you to work in a corporate culture that is consistent with your values and fits your personality?
- ➔ Are you looking for an experienced, certified sparring partner - a coach who will support you with your professional reorientation?
- ➔ Are you open to using digital tools in your job search?
- ➔ Do you want to communicate your professional strengths to your future employer confidently?
- ➔ Are you looking for coaching that offers a clear structure and permits "enough space" to address your concerns?
- ➔ Are you open to systematically reflecting on your work history and transferring valuable skills and experiences into your new career?

Coaching Formats

Thanks to its flexible structure, our career coaching with High Profiling® Hybrid can be conducted both online and on-site at your coach. A combination of online and on-site coaching is also possible. With our online coaching, a pool of over 100 coaches is available to you throughout Germany. In the online setting, you can expand your digital skills and prepare yourself optimally for the next digital job interview.



Our career coaching is certified and has already been successfully carried out over 10,000 times throughout Germany. With an AVGS voucher (Aktivierungs- und Vermittlungsgutschein), our offer is 100 percent subsidized by the employment agency or job center. Ask your personal advisor to issue an AVGS by sending an informal e-mail. You can find a template for this e-mail on our website (<https://www.inqua-institut.de/en/career-coaching/avgs-job-coaching/>).



Finding a Career Path by Combining a Clear Strategy with Digital Skills

We have developed an intensive and structured coaching process that will help you get ahead. Our scientifically sound and proven methods, paired with modern career coaching and digital competence, offer a winning combination for your professional success.

Phase I: Reflection and Orientation

At the beginning of the process, we use unique biographical methods to reflect on your work experiences. The centrepiece of this reflection process is our in-house developed method Competence profile High Profiling®. Based on a guideline interview conducted during your first session with your coach, you will home in on concrete work experiences to gain a new point of view on your skills and career options. This interview will be anonymized, transcribed and analyzed for you in a careful, individual process by specially trained experts. The development of your comprehensive personal competence profile is based on social science evaluation methods. In addition, the method Resource-Oriented Genogram will help you to reflect on your values systematically. A visual depiction of your family tree is used to identify your ancestors' values and competencies. Your values are the compass for choosing the corporate culture in which you want to be powerfully involved in the future.

Phase II: Strategy Development and Implementation

Once this valuable groundwork has been laid, we concentrate on your personalized focus topics and elaborate on your professional options. Together, we will identify which industries and corporate cultures match your skills and values and how you can find suitable employers. You will develop a network strategy and optimize your online profile that emphasizes your digital strengths. We support you in tailoring your analogue and digital application to your target company and accompany you professionally through your application process.

Scope and Duration

If you would like to apply for an AVGS voucher at the employment agency or job centre, the following information is needed:

- ➔ Our service is an individual one-on-one coaching.
- ➔ The duration of the program is eight weeks. During this time, you will receive 20 coaching sessions of 45 minutes each, as well as your individual High Profiling® competence profile of 15 to 20 pages.
- ➔ According to § 45 Abs. 1 Satz 1 Nr. 1 SGB III, this AVGS-program is aimed for „Heranführung an den Ausbildungs- und Arbeitsmarkt“ and certified by DEKRA.

Application Process

Register for free and without obligation at www.inqua-institut.de/en/online-sign-up/ for the INQUA career coaching with High Profiling® Hybrid. Let us know which individual goals you would like to achieve, and we will find the right INQUA career coach for you. You also have the possibility to book a free preliminary telephone call with your coach.

After you have pre-registered online, we will contact you to discuss the next steps. We advise and support you on all administrative and organisational matters with your employment agency or job centre. Upon request, we will send you a non-binding cost estimate in case your employment agency requires it.

Please note: This program is particularly suitable if you want to apply to the English-speaking job market. Therefore, please select the option that fits you best when registering at www.inqua-institut.de/en/online-sign-up/.

Any questions? Learn more about our approach and find answers to many questions about the registration process on our FAQs online at www.inqua-institut.de/en/career-coaching/avgs-job-coaching/.

Feel free to contact us by e-mail at info@inqua-institut.de or by telephone at 0800 17 20 17 8.

Maßnahmennummer

If your employment agency requires an identification number (Maßnahmennummer) to issue your AVGS voucher, you can find a list of all location-specific identification numbers on our website at www.inqua-institut.de/en/career-coaching/massnahmennummer/ or access it by scanning the QR code.

We look forward to hearing from you!

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