



Career Coaching with High Profiling[®] Digital
Shape your professional future with INQUA

For Academics, Professionals and Executives

Would you like your professional career to be sustainable and in line with your personal values? Our biography-oriented coaching approach combines well-founded, science-based reflection with cutting-edge job coaching.

Your career coach accompanies you one-on-one over eight weeks. With our flexible, individualised coaching formats, you can participate in online or in-person coaching - or a combination of both - at your nearest INQUA location.

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. To find your ideal job, ask yourself:

Career Reorientation for Academics and Executives

- 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

Our career coaching with High Profiling® Digital can be carried out in three formats: online and technically advanced to enhance your digital skills, on-site at your nearest location, or a combination of both. This flexibility allows us to accommodate your specific needs and preferences.



Our career coaching is certified and has already been successfully implemented more than 5,000 times across Germany.

With an AVGS voucher (Aktivierungs- und Vermittlungsgutschein), this offer can be funded 100% by the Department of Labour (Agentur für Arbeit) or your local job centre.



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

Our interdisciplinary team has 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 High Profiling®. Based on a guideline interview conducted during your first session with your coach, you will hone 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 evaluated 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. With this new perspective in mind, you will form a deeper understanding of your core values. We believe those insights are the compass for finding a corporate culture to which you can meaningfully contribute.

Phase II: Strategy Development and Implementation

Once this valuable groundwork has been laid, we concentrate on your personalized focus topics and flesh out 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 we will accompany you professionally during this 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 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 up to 20 pages.
- According to § 45 Abs. 1 Satz 1 Nr. 1 SGB III, this program is aimed at „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® Digital. 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 option to attend career coaching sessions in-person at a location near you.

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 online at www.inqua-institut.de/en/avgs-job-coaching/. You can also find answers to many questions about the registration process on our FAQs page. Feel free to contact us by e-mail at info@inqua-institut.de or by telephone at (030) 285 99 430.

Maßnahme-Nummer

If your employment agency requires an identification number (Maßnahmenummer) 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/massnahmenummer/ or access it by scanning the QR code.

We look forward to hearing from you!



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