



Career Coaching with High Profiling® For Graduates, Professionals and Executives

Shape your professional future with INQUA

Do you want to sustainably realign your career and improve your professional situation? Are you looking for a working environment where you feel appreciated and can make optimum use of your skills? Would you like to prepare a good start as a young professional or career changer?

Our experienced career coaches guide you purposefully to your dream job.

How Do You Envision Your Future Career?

The labour market is in a state of upheaval and offers a wide range of opportunities. More and more professionals and executives are using this situation to move ahead in their careers. We are convinced that there is a position out there that requires your very specific skills and competencies. Step by step we support you on the way to your ideal job.



Overview of the INQUA Methodology

Your coaching process consists of two phases. In the first phase we reflect on your work experiences and identify your skills, interests and values. Once these are clear, you work with your coach to find the common thread that will help you develop your career goal in phase two, and lead the way to planning and implementing your future career.

To help you reflect on your work experiences, we use scientifically grounded and proven biographical methods. These include the resource-oriented genogram work, which is created in collaboration with your coach and enhances your awareness of your values and the strengths within your family structure. In addition, the method High Profiling® competence profile is also an important component, which involves an in-depth analysis of your previous work experiences. This competence profile is created for you by our analysis experts using a social science-based process. The resource-oriented approach aims to support you throughout the process of your sustainable professional reorientation.

Fully aware of all your strengths, you then concentrate on designing your best possible professional future and making it a reality. Your coach helps you filter the array of career options and choose the ones where you are most closely aligned with the requirements, which suit you best, and which you are really passionate about.

With a networking strategy and applications in the open and hidden job markets, you move step by step towards your new goal. You receive professional feedback on your social media presence and your use of today's digital application channels. Together with your coach, you prepare for upcoming selection processes and practise interviews in an online or in-person format. The whole process is tailored to your needs, and you specify which focus topics you want to work on in more depth.

Our Biographical Methods

The resource-oriented genogram work records how you were influenced by your ancestors. It helps reveal unconscious competencies and your individual values. Based on this, you develop a compass for the kind of company culture where you feel comfortable and can make a meaningful contribution.

The High Profiling® competence profile provides extensive and in-depth feedback on the competencies gained during your career. In a guided interview, your coach asks you about your previous work experience. The interview is transcribed, and is evaluated within 20 days by our team of analysts, using a hypothesis-generating procedure. In 15-20 pages, the profile details your social and technical skills, plus any possible fields for development and blind spots.

Benefits:

- ➔ In a structured process you record the fundamental social and technical skills you have acquired in your career so far.
- ➔ You gain a constructive distance from your current occupation, as well as an openness to new career options.
- ➔ You save time. Applying these methods accelerates and intensifies your coaching process.
- ➔ You recognize the stumbling blocks from your work history up to now and clear them out of the way.
- ➔ You build self-confidence for how you present yourself in the application process.
- ➔ You are shown a wealth of ways to formulate and optimize your professional profiles for job boards and application letters.
- ➔ You are aware of your values and gain certainty in your decision-making, which ensures that your reorientation is sustainable.

We offer our coaching packages as online, hybrid or in-person coaching. The hybrid format is a combination of online and in-person sessions with coordinated content. You choose which form your sessions should take. Do you want to stand out from your competitors in digital application processes? Then you can also use the online format with our trained coaches to improve your confidence and presence. Our experts from our customer service will be happy to help you find your ideal format.

Our Quality Promise for You



Our career coaching is certified.

With over 10,000 successfully completed coaching processes with clients from various sectors and career levels we are proud of our high-quality coaching offering. Significant factors are:

- Our certified coaches with many years of experience specialize in profession reorientation and are always up to date.
- Our trained analysts take care of your in-depth competence profile
- The scientific advisory board ensures high quality standards
- INQUA head office is on hand to provide support throughout the process

Our Offer

Our interdisciplinary team has developed an intensive and structured coaching process to support your professional reorientation, which includes:

- A free initial consultation about your coaching goals and the coaching format
- Practice exercises and material to help you work on your goals between sessions
- The personalized High Profiling® competence profile based on the guided interview about your career so far (time investment 15-20 hours)

Choose between two package variants:

Coaching High Profiling® 12: with comprehensive support over six weeks and 12 coaching sessions of 45 minutes each.

Coaching High Profiling® 20: with comprehensive support over ten weeks and 20 coaching sessions of 45 minutes each.

You receive pricing information for our coaching packages right after your non-binding pre-registration.

Start Your Coaching

You're convinced and would like to start your coaching process as soon as possible? Then here are the next steps:

- Pre-register with no obligation using our online form: www.inqua-institut.de/en/online-sign-up/
- Have an individual consulting session with our experts from our customer service
- Based on your requirements we select the INQUA career coach who best suits your needs
- Get to know your coach with no obligation in a free initial session
- Start your INQUA career coaching whenever you're ready

Any questions? Our customer service will be happy to hear from you by email at info@inqua-institut.de or by telephone on 030 28599430.

We look forward to hearing from you!

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