

# Don't Waste Your Talent Coaching Program

*The Don't Waste Your Talent Coaching Program is an 8-session process following completion of the Highlands Ability Battery online assessment and feedback consultation.*

This intensive program is designed to provide expert coaching that keeps *you* at the center for making work and life decisions, **for** you, **by** you, taking **the whole** you into account. Guided by Dr. Mary Feduccia, a Highlands Certified Consultant, you will have a minimum of 8 contact hours to process online, self-paced assignments you complete on your own for group discussion OR if you prefer individualized coaching, the program can be customized to fit your learning style and busy schedule. During the process you will:

- Reflect on each of the eight factors in Highlands' Whole Person Model (abilities, skills, interests, personal style, family, values, goals, stage of career) to integrate them at this point in time.
- Create a holistic Personal Vision Statement.
- Make decisions about how to express your Personal Vision in your work and in your life—your Career Vision.
- Map out steps for bridging the outcomes of the process to your new future.



## Program Overview

Dr. Mary Feduccia will be your guide throughout the program—your life coach. She will set up a schedule with you to cover the length of the coaching program. In all, you will have at least eight contact hours with Dr. Feduccia to process the results of online, self-paced assignments. Most of the work you can do on your own, at a time that is convenient for you and fits with your schedule.

Part of your assignments will include reading the Highlands publication, [\*Don't Waste Your Talent: The 8 Critical Steps to Discovering What You do Best\*](#). The chapters are assigned according to the

exercises and topics that you complete. This book is a rich resource filled with stories of people who have already gone through the program (originally in a 10-12 week, in-person format). Learning about their process provides authentic and relevant connections to the work that you'll be doing. And regular meetings with Dr. Feduccia ensure that you will move through the assignments at an agreed-upon pace and finish strong, completing all of the program objectives.

## Program Objectives

- Unearth or raise self-awareness about the whole you so *you* can be the driver of your decision-making.
- Actively and systematically interact with the 8 factors in the Highlands' whole-person model of life and career decision-making.
- Build in accountability for progress by working with Dr. Feduccia.
- Receive the support of an objective partner (Dr. Feduccia) who is outside of your current "system."
- Understand and articulate *your* priorities so that you can convey them to others at work and at home.
- Create a Personal Vision—your key to moving from stress to balance.
- Apply your Personal Vision to your career by developing a Career Vision.
- Become comfortable with a reflection process that can be used to make future decisions as well as those you are facing now.

## What can I expect to gain from the program?

At the end of the program, you will have so much more than simply a list of potential career areas that might be a good fit. Alongside the process of developing your Personal Vision, Dr. Feduccia will also guide you in applying your HAB results to real-life situations. You will walk away with concrete, practical advice that can improve every working day for the rest of your life.

And while many people sign up for the program because they are at a [Turning Point](#) in their career lives, they find that they walk away with something that goes far deeper than simply directing their next one or two steps. The process of taking inventory of your life and methodically thinking through each of the eight elements of the Whole Person Model means that you will always have a reference point and guide for whatever the future brings.

## How will my life be different as a result?

You won't have to fear employment changes that are beyond your control. Instead, you can *take* control by developing a Personal Vision that will guide you throughout the rest of life's turning points. People have many reasons for choosing and changing careers, but it's rare for someone to deliberately take stock of every aspect of their lives in a productive and focused manner. The advantage you gain by doing that, both in peace of mind and future direction, is priceless.

## **How much does it cost?**

The small group online rate for the Don't Waste Your Talent Coaching Program is \$995. The rate for having Dr. Feduccia work with you individually in person or through teleconferencing is \$1250.

## **How do I get started?**

The first step is to contact Dr. Feduccia by telephone at 225-939-0360 or by email at [mary@careerworks360.com](mailto:mary@careerworks360.com). She will provide additional information and expertly guide you through the program.