

EnergiseLegal case study

For Solicitors/Career Management/Career Transitions

Defining a long-term career vision and CPD goals to achieve it

The Brief

- An incredibly self-aware, focused and hard-working woman lawyer, our client approached us to help her create a long-term vision for her career
- To define CPD goals to help her to achieve her career aspirations.
- To help them to understand the cultural and subtle communication aspects of working in the United Kingdom vs. her native Eastern Europe.

My Role

- We helped her to secure a new role that fitted her values and was the right culture for her to thrive.
- We supported her to create a plan to achieve high performance working, including making time to understand the needs and communication preferences of key decision makers.
- We shared useful resources about how the legal profession is changing and helped her to pinpoint what aspects of working in an organisation especially interested her.
- To be a sounding board about qualification options so that she made the right decision for herself.

The Result

- She quickly became a key member of the team, proactively contributing beyond her role.
- She successfully negotiated flexible working hours for herself to avoid the commuting peak and enable her to fit in hobbies and enjoy a healthier work life balance.
- She chose the right qualification route with the support of her firm, and created a S.M.A.R.T. career goal and plan to make it happen.

“Rachel is motivated by helping others and her style is inspiring, supportive and caring. She explains different concepts in simple terms and aims to interact with her clients by placing the onus on themselves, thus allowing them to reach a solution that is good according to their unique personal needs. Coaching with Rachel has given me clarity about who I am and what I truly need, practical steps about how to tackle communication and relationship challenges and a clearer strategy regarding my career progression. It has allowed me to learn how to reflect on the past and seek better results in the future. This experience has been incredibly useful and has given me a better understanding of the world, helped me to take action quicker than if I solely relied on my personal insights and enabled me to realise my potential.”

Sophia Nikolova.