

## Insight Seven

### Does the change square with my beliefs and values?

*Is the organization pulling me in a direction that I find difficult to reconcile with my personal value system?*



Bill came to coaching because he felt stale and didn't enjoy what he was doing. He couldn't articulate what it was, but his coach encouraged him to work through everything about his current role. The only significant difference was that he had recently been transferred to a part of the organization that worked in the defence sector. As a committed Christian, he realised that he could not square his convictions with this particular market place and had been trying to rationalize away his real feelings. He decided to leave the company and made a successful move into the transport sector.

Jill was at a very senior level in the public sector and had passed all her assessments and panels with flying colours; she was always praised for her amenable and open personality. She was universally popular. Her latest promotion saw her in charge of a leadership team that would have to deliver radical economies in an organization that had enjoyed years of expansion and benign budgets. She knew that one member of her team was underperforming and resisting change, and needed to be replaced. During the coaching, it emerged that being *unpopular* was preventing Jill from taking action. She came to terms with this by focusing on the greater good of having an effective organisation and a leadership team that would be respected.

