

Career Coaching for Working Parents

Q: Who is eligible for coaching?

A: Associates, Counsel, Of Counsel, and Member Attorneys who are expecting or who are working parents. Both men and women are encouraged to participate.

Q: Will the details of my conversations be shared with anyone internally?

A: Your coaching conversations are confidential. The only information that will be shared with the firm is aggregate program utilization data and patterns of concern that cannot be traced to any individual or small group.

Q: Can I include anyone else in my coaching calls?

A: Yes. If you feel it would be beneficial, you are welcome to invite your significant other or anyone vested in your success to one or all of your coaching sessions.

Q: How many sessions can I use?

A: Expecting/working parent participants can receive up to 4 hours of coaching in either 30 minute or 60-minute sessions. We encourage taking advantage of all 4 hours to achieve the greatest impact! Your supervising member attorney is also eligible to receive 1 hour of coaching separate from your coaching.

Q: What can I expect from my coaching sessions?

A: Coaches will help you think through perceived barriers, identify action plans, and craft solutions that allow you to remain engaged and committed at work and at

home and advance your career goals. They will assist you with goal-setting, developing strategies to address work-life conflict, and finding career-life alignment.

Q: How is this different from our Employee Assistance Program (EAP)?

A: Our EAP is set up to help with all types of personal concerns, but it does not specialize in the personal or professional development of expecting or working parents and does not provide career coaching. This program is meant to complement the EAP. It is not therapy or counseling; it is strategic career-life coaching. You are still encouraged to utilize our EAP, which is a free and confidential service, for any counseling needs.

Q: What are the coaches' qualifications?

A: The Talking Talent certified coaches have specific training and expertise in work-life and career development issues, coaching for working parents, and knowledge of our industry. Several coaches have been specifically assigned to our program. They have gone through a culture call and received substantial information about our organization in preparation for working with our employees.

Q: How do I get started?

A: Email contact@talking-talent.com to get connected with a coach!