

Personal Application

Why a Center focused on Student Coaching and Success?

The Center believes that a major is a major and a career is a career. We work to help students develop their knowledge, skills, desire, confidence, likeability, and networks, which allows them to win in the marketplace of ideas. Today, students make a commitment to higher education by investing their time, money and energy with the belief that we have the people and resources to help them become gainfully employed. This Center has been carefully designed as a high-impact center positioned to address the challenging gap between **approaching graduation, graduation and securing gainful employment**. We help students understand how to systematically increase the adoption and retention of market-specific knowledge and critical thinking and offer content to develop emotional intelligence, create a personal brand, understand the art of persuasion, and fully embrace the MTSU Career Center in order to become gainfully employed. Upon acceptance, students will have the opportunity to connect to activities and resources through individual, peer, group and online coaching sessions.

The Center is focused on the following outcomes:

- Students will use the **Self Directed, Self-Selected Coaching Model (SDSS)** model to become self-directed, lifelong learners and to increase the adoption and retention of market specific knowledge.
- Students will complete the Harrison Personal Assessment to better understand themselves and their future.
- Students will complete 6 narrative based coaching session focused on each HA report driving personal change and ultimately gainful employment.

The Center offers the following content areas that students can choose from:

- Students can develop their emotional intelligence through the book *Grind Your Be: the Quest for Purpose*.
- Students can develop a personal brand through the book *Me: How to Sell Who You Are, What You Do & Why You Matter*.
- Students can develop the art of persuasion through the podcast series Weasel Words and Subtlety: The A.R.T. of Persuasion
- Students can better utilize the MTSU Career Center in order to create a competitive advantage in the marketplace.

The 5 to Arrive

The same wind blows on all of us: the economic wind; the political wind; the social wind; the wind of failure and the wind of success. It's not the blowing of the wind, it's the set of the sail. The difference in arrival in 5 years, 10 years and 15 years isn't the blowing of the wind, it's the set of the sail. The difference in arrival is the set of the sail. – Jim Rohn

The Self Awareness Journey

We are taught that if we want more, then we must have more education, more relationship, and more opportunity. While this is true, the reality is if we want more, we must begin by becoming more self-aware. It is the foundation on which any development, both personal and professional can be built. This application is the first step in the self-awareness journey that students will take in the Center for Student Coaching and Success.

Personal Knowledge Acquisition

In order for students to become self-directed, lifelong learners, they must first learn what it means to be self-directed and how to accelerate the adoption and retention of market specific knowledge. Students will utilize the Self Directed, Self-Selected Coaching Model (SDSS) to develop both academic skills and critical thinking. Innovation, in the context of the model means, “you go first.” Participants have the opportunity to go first towards the market specific knowledge they need in order to become gainfully employed. The reason is simple: It's clear that those who desire to lead people and manage resources must solve problems and make decisions. The problems that are solved and the decisions that are made drive results by which they will be judged and define how they will advance within the chosen career path. In the context of the model this is called “reality.” The final phase of the model is called “hard work,” and this is where students learn how to write effective problem statements through a frame of audience, stat, state and call to action and then systematically solve problems through a frame of problem, cause, consequence, solution, action.

Personal Assessment

The Harrison Assessment measures the strengths and challenges of behavioral tendencies, and with one self-assessment coaches, advisors and support staff gain the ability to help students truly understand themselves. The Center has partnered with Harrison Assessments to provide coaches with the most important tool they could use to coach students: a dialogue about the student in order to drive new levels of meaningful connection and change. The behavioral assessment measures 175 factors including task preferences, motivations, work environment preferences, interests, and interpersonal preferences. The reports give the students life themes and purpose, summary and keywords, greatest strengths, emotional intelligence strengths and gaps, career development and career options to focus on creating a bigger future.

Personal Coaching

The Center believes that the best way to coach students is through assessments paired with narrative-based coaching. David Drake best summed up narrative-based coaching when he said it's “a mindful, experiential, and holistic approach to helping people shift their stories to create results that matter to them.” It's clear that students have a narrative – or “script” – that they have either created for themselves or has been created for them, and it is this “scripting” that has an impact on whether or not the student fully embraces the change that can and should take place on a college campus. Our belief is that we must first identify what that “script” is and then identify what steps it will take to create a “new script” for the student as they progress through their academic experience and become aware of the challenging gap of approaching graduation, graduation and gainful employment.

Personal Change

Our mission is to help students create personal change, not simply personal growth. Personal change is built through personal assessment and personal coaching that drives incremental, purposeful action towards gainful employment. At the end of the coaching session, the student will be asked a series of questions and create three action steps in order to drive self-direction and personal change.

