

Coach Insights



How to Use SkillScan Drive for Professionals in Career Transition

In this edition of *Coach Insights*, Danielle Menditch shares her approach for using Drive with Career Transitioners.



Danielle Menditch, LCSW, GCDFI, has more than 8 years of experience in career development. As President and CEO of Career Inner Compass Coaching, she is well-known for helping young and mid-career professionals uncover their calling and identifying rewarding career options. Danielle has presented her unique approach to career transition in articles in the National Career Development Association's (NCDA) *Career Convergence Magazine*, *The Glendale Cherry Creek Chronicle*, and *The Coloradoan*. A member of the NCDA, Danielle previously served as the Events and Outreach Chair for the Colorado Career

After attending the NCDA Conference I took a trial of SkillScan Drive, SkillScan's streamlined assessment. I loved the concept of an assessment that would evaluate transferrable skills and preferences. I found the Drive assessment to be a good fit for my clients, who are mostly mid-level professionals wanting to make a career change or identify better opportunities in their current field.

Limiting Beliefs

The niche I've honed is helping my clients identify the limiting beliefs that are holding them back in their career, as well as the unique impact they want to make through their career. I do this using a narrative exercise that I researched, developed, and tested to help clients revisit important childhood and adulthood memories. **SkillScan Drive** has proven to be an invaluable resource that complements the narrative exercise. Once my clients have identified the unique impact they want to make through their career, we can then focus on the skills they want to develop moving forward in their next transition.

Connecting Skills to the Work You Love

I typically ask my clients, "If you were to select 6 skills over the next 1-3 years that you would like to be the focus of your career, which ones would you choose?" I have them choose from the "Skill Set Profile" section of their Drive report, which lists their top 6 skill sets. I also mention, "These are not necessarily skills that you want to improve upon, but these are the skills that would make you excited to go to work."

Example: *One of my clients was a business owner of a physical fitness company. He came to me because he found*

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himself disconnected from his work. We identified that his skill set of leading and envisioning was enjoyable for him and the highest and best use of his time. He had disconnected

from that skill set because he got over-involved in the routine tasks and activities of his business. He decided he was going to make a second attempt to scale his business.

Developing High Potential Skills

I also have my clients select 1-2 skills they would like to gain more experience in over the next 1-3 years from the “High Potential Skills” section and have them create a skill development plan.

Example: *Another client was in marketing and decided to transition to real estate. He identified from his “High Potential Skills” category that he wanted to develop his ability to make decisions. In his skill development plan, he identified that he was going to seek a mentor in his new field to help build his expertise.*

Targeting Exercise

Lastly, I have my clients explore their transferable skills so that they can identify past experiences that will relate to future positions for which they would like to apply. The great thing about this approach is that it helps narrow the scope of career options my clients want to target moving forward.

SkillScan Drive provides the perfect amount of insight—it’s not overwhelming like other assessments. It is a practical tool to help my clients identify their transferable skills and increase their confidence for making a transition.