

	What is meant by "finding your mission in life"
CEP	Through this journey, the trainer coaches and accompanies the trainee through a personal journey in finding his/her mission in life, where everything, negative and positive experiences add to the process of finding the real "mission to life". Moving from doing a job to earn money to doing something meaning in life and also earning money for it. Changing the perspective and putting your natural talents, passions and skills to work together to "live your mission in life". May be this for some people implies changing a job, for others could mean doing the same from a different perspective, a more profound one. Also finding the niches in the market to find areas where this unemployed professional can find a way to render services. An important part of this process is to reinvent yourself workwise if needed. For example finding niches in our digital economy to render your services or acquiring new ones to create a sound business plan that together with your mission in life creates a powerful change in your life.
Cre8te – Women Onto Work	We encourage women to explore their values, skills, qualities and experiences and to draw on what they learn about themselves in terms of working towards a fulfilling outcome. Working in the Employability sector we are very aware that sustaining a job is the hardest part. Where an individual is badly matched to a post if the attitude was 'better any job than none' they are far less likely to stay in post or worse, stay and lose confidence in themselves and any aspiration they may have had. We also pride ourselves on being realistic and will provide information on the various industries, likelihood of employment – where there are areas of growth – and what progression routes there are.
Cre8te - Cyrenians	Cyrenians take a practical, holistic approach to working with their clients, who are often excluded from society. Rather than purely trying to find any job for them, they aim to support the person to reflect on themselves and their lives before planning what they want to change.
D.Kommer	In this method you figure out your dreams – all you want to do if there would be no limits. This gives you an insight to your mission in life. Ones mission in life comes from the bottom of the heart. Often it already exists but is covered by censors of the unconsciousness. The awareness of what you are combined with the secure feeling that you already achieved a lot minimizes the censors and gives the chance to set what your mission is. The mission in life is the overall target what you are dedicated to. It can be from helping seniors to discover some new things - a wide range of possibilities. It can have a creative aspect as well as many others like motivating other people etc. It always is something that gives you the feeling of completeness and enables you to get your "energy" (your personal strength and power) out of it. The function of <our mission in life (Work or work-life-balance) will be clear to you and all options will be taken under consideration during coaching sessions.
IAFE – SAPE	Although the method does not specify the "discover of the mission in life" the path in which the target group is guided aims to trace a Life Project. The process involves the awareness that faith is in their hands, considering the pre existing experiences (point of departure) and leading towards the discovery of which changes should be implemented to achieve the objectives traced. Finding mission in life is, in this case, the awareness, throughout the supported reflection, of who he is, what he wants and can achieve, and what can/must do to succeed.
IAFE – "Top Question – Powerful questions used by top managers and coaches in Portugal"	Finding the mission in life is not a specific objective of the presented method. Nevertheless the "powerful questions" method is about discovering who we are and what we are capable of, and working these new knowledge and abilities to achieve the outlined objectives. Finding mission in life means stop where we are right now, become aware of whom we were and are, what we are capable of achieving and what distracts us from our path, so we can have a better future.
PCT - Career Shift	-Whatever your issues are, you can find a positive solution if you a prepared to take control. -Until you know what you are capable of, you cannot make valid choices, market yourself or negotiate to achieve what you want. -Until you know yourself, you cannot possibly make decisions about the best courses for you to follow and achieve results.
PCT – "Nooit meer werken" (Never work again)	'Finding your mission in life' is considered to be similar to developing passion for your job (or for any other activity). Passion, in its turn, is linked to perfection. A client is able to develop (instead of discovering) passion by achieving perfection in his job or in other activities. In order to attain this, it is essential that the client's job matches his personality and skills.
PCT - "Ondernemen in de levensloop" (Entrepreneurship in the course of life)	Clients are considered to be unaware of their true intentions and plans for the future. By expressing themselves in a emotional and artistic way, clients are thought to concretize these implicit ambitions. The method then strives to fulfill these explicitly formulated goals. 'Finding your mission in life' is considered to be a recurring necessity, in which clients repeatedly strive to fulfill their formulated intentions
Soke Government – Doctor of Carrer	In this book "finding a mission of life" means not only finding an appropriate job, but also have got a happy and peaceful mind as well. However the book focuses on mainly career counseling.
Soke Government – Coach Yourself to Success	In this book, the mission in life can be summarised like that: Your work or career is only one element in an ideal life. The first step is to design an ideal life and then create or find the career that supports that life. You may need to swap a lifestyle for a life.

METHOD PHASES – Basic Assumptions	
CEP	Having a detailed and individual program, that can also be guided in groups from experience, using the experiential learning model, used in organizations and adult education approaches. Trainers need to have experience in this type of learning and they must have had gone through a similar inner personal development journey. Therefore learning by doing and learning from experience is pivotal to trainers. Avoiding theory is critical.
Cre8te – Women Onto Work	That every person is different and has unique skills, qualities, values and ways of filtering the world. The method enables clients to explore their own reality, their barriers in both work and life, what resources they can draw on to move them towards their goals and sustain them once they get there. The method is facilitative rather than directive as we firmly believe that each person has their own answers and solutions once given the space and encouragement to access them. Coaches will challenge clients where appropriate to stretch their thinking and encourage them out of their comfort zones where most of the change will happen.
Cre8te - Cyrenians	Methods used are holistic, client-led to identify both barriers and opportunities to realise personal goals. Trainers receive training in the interpersonal elements of building 1:1 relationships within recognised professional boundaries. They will develop effective 1:1 relationship with the client. This is captured in the Key Worker Practice Model (see below). Core Values of acceptance, respect and tolerance with practical, day to day ways of working with people facing challenges in their lives.
D. Kommer	If you are aware of all your achievements in life, all the experience you gained, all the education and training you have, all the things happened that shaped and formed you, you are fully aware of what you are. With this awareness in mind you will be invited to allow yourself to dream. Dreaming about what you would like to do in life without having limits and without taking possible existing limitations under consideration. This step sets your mind free to open up to new ways. Your dream is part of your mission. Based on that you can create a vision that shows your mission in life. Based on your vision you can nominate a target to achieve and plan your career in steps- no matter if your mission in life is for work or for work-life-balance.
IAFE – SAPE	The skills acquired by workers in a formal way and specially those acquired through life, most of the times in an informal way, rapidly become obsolete making essential the development of new skills, in a technological or organizational level, dictated by economical and organizational development. Requalification, mostly for those with low skills and qualifications, is the key to enable the full integration in a work market in constant evolution. The main focus of the method is the improvement of the Empowerment on the unemployed, through the responsabilization and promotion of autonomy, assuming that it is up to each one to face the problem and find the way and the path towards employment. This approach is based on the assumption that there is no change of attitude and behaviour in an effective way and, above all, in a long lasting way, without motivation, commitment and effort of the unemployed in the process of change in which he will be guided
IAFE – “Top Question – Powerful questions used by top managers and coaches in Portugal”	<ul style="list-style-type: none"> - Having multiple priorities simultaneously is equivalent to having none; - There is no unique question to a given situation; - The querist must have the sensibility to understand what can and should ask, and how to it, so the process can contribute to the development of the respondent; - The querist should not express any opinion, or somehow influence the response, but rather guide the respondent; - Whether the question itself or how it is placed inevitably have a personal mark from the querist.
PCT - Career Shift	Career management is a process, which can be expected to take a long time
PCT – “Nooit meer werken” (Never work again)	One assumption of the method is that passion for a job or activity can be developed instead of discovered. This is described as 'want whatever you can' instead of the more conventional 'do whatever you want'. Another assumption is that mission in life is similar to passion. A final assumption is that clients are not necessarily motivated by money. This limits the applicability of the method to countries in which a basic income is guaranteed by the government.
PCT - "Ondernemen in de levensloop" (Entrepreneurship in the course of life)	One assumption is that one's emotion and intuition suitable for deciding on goals and scenarios. The book focusses on explicitly formulating these emotions and trusting one's feelings as advisor. A second assumption is that persons are able to determine their own career to a great extent. That is, choices for a future job do not take factors as job availability or change in salary into account. Clients are taught to solely trust their emotions in finding their mission in life.
Soke Government – Doctor of Carrer	Each person has got unique cognitive preferences and awaring of this helps people to get know themselves. First discover yourself – Clarify the SWOT – According to your SWOT set up your aims/objectives/goals/targets in your life – Focus on the activities towards your target – When you reach your target, to set up a new target.

Soke Government – Coach Yourself to Success	The 7 Steps: 1) Perfect the Present 2) Identify Your Personal Requirements 3) Design Your Ideal Life 4) Identify Your Natural Talents and Abilities 5) Identify Your Passions and Values 6) Create Your Career Profile and Life Plan 7) Making the Transition Smoothly
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	METHOD PHASES – Aims
CEP	To identify from the personal experience and start a journey of self development and inner change to discover an inner “Mission in life” that fulfils the person, taking into account talents, positive past experienced skills, motivations, passions and true mission. This is a journey from money to meaning, from making a living to real and meaning living
Cre8te – Women Onto Work	<ul style="list-style-type: none"> - To enable women to have a clear and positive sense of self - To facilitate our clients to identify their high dreams and short to mid term goals - To support women to set clear and achievable goals - To empower women to accept themselves, recognise their strengths and growth areas and build resilience to sustain their outcomes
Cre8te - Cyrenians	<p>Key Worker Practice Model</p> <ul style="list-style-type: none"> - Our attitude. We treat people with the respect of equals (adult to adult). We respond to the whole person rather than just the evident problems. - Our style. We work with people, preferring where possible to work ‘at the shoulder’ rather than from the other side of a desk. We want to create independence, not dependency. - Our practice. We are flexible, tolerant and understanding. We are tenacious in the offer of help and, if we are can’t help we will guide people to those who can.
D. Kommer	By working out the full awareness of what you are and what you have achieved in life you can see and feel all you are. This gives people a secure feeling that allows to dream. Dreaming is a way to discover one’s mission in life.
IAFE – SAPE	The Project aimed to change attitudes, behaviors, competences and ways of facing life with the main objective of successfully reintegrate those who wanted to be a part of the project
IAFE – “Top Question – Powerful questions used by top managers and coaches in Portugal”	The aim of this method is to lead the respondent to search in the inside for the answers and the capabilities to overcome the obstacles and progress, in a successful way, towards the life objectives. One must find himself to find his way.
PCT - Career Shift	<ul style="list-style-type: none"> -Understand personal skills -Set personal career goals -Strive to attain these goals
PCT – “Nooit meer werken” (Never work again)	<ul style="list-style-type: none"> -Identify current hygiene factors -Discover the extent to which the 5 talents are present -Discover current intrinsic motivation -Match talents with intrinsic motivators -Nurture passion by mastering job or activity of choice.
PCT - "Ondernemen in de levensloop" (Entrepreneurship in the course of life)	<ul style="list-style-type: none"> -To teach the client to trust his or her emotions in the process of finding your mission in life -To urge the client to reconsider his mission in life from time to time -To teach the reader required trainer skills. Since the method is to be completed in small groups without professional help, readers can apply these skills during their own 'finding your mission in life' process -To teach clients how to reveal their most implicit inner work-related dreams and ideals -To draw attention to the idea that most people face a recurring question in their (working) life, and that most people struggle for many years to find an answer to this question.
Soke Government – Doctor of Carrer	To discover own strengths, to set up clear aims, to empower the trainees,
Soke Government – Coach Yourself to Success	To help people make lasting, positive changes in their lives.

METHOD PHASES – Structure and Phases	
CEP	
Cre8te – Women Onto Work	<p>One to one person-centred coaching GROW model developed into IGROW. The model is well known and used in performance coaching. GROW stands for:</p> <p>Goal – what is that you want to achieve? Reality – what is the current situation in terms of achieving your goal? Options – what are the different ways that you could go about achieving your goal? What next – what steps do you need to take next to move you towards you goal?</p> <p>At Women Onto Work we have added in I for Identity as a starting point in response to our specific client group of women facing multiple and complex barriers to work. In many cases we have clients who have been out of the workplace for extended periods and need the space to discover themselves and what they authentically want from their lives.</p> <p>There have been many claims to authorship of GROW as a way of achieving goals and solving problems. While no one person can be clearly identified as the originator Graham Alexander, Alan Fine, Sir John Whitmore who are well known in the world of coaching, made significant contributions.</p>
Cre8te - Cyrenians	<p>The vital element is the individual’s willingness to change.</p> <p>A Scoring Matrix system is used to chart their current position on aspects of their lives including employment, leisure and community activities, money management, housing, physical and mental health, friends, family and partners. They are then helped to reflect on how they feel about these aspects of their life using the Wheel of Life. This helps them identify what is important to them and prioritise.</p> <p>The client’s skills are analysed to help the individual reflect on positive aspects of their knowledge and experience. The trainer also helps them to identify barriers to progress such as substance abuse, abusive relationships, money management or legal matters. By addressing all areas of their lives, communication is opened up enabling an honest and supportive relationship between counsellor and individual. The results are used to get the individual to set their own goals and prioritise them. This is discussed to visualise what this new vision would feel like, what their priorities are and how to achieve them. An Action Plan is then formed with the client.</p> <p>A lot of time is spent analysing skills. Clients often find this difficult initially and the process helps them visualise what their lives could look like in the future.</p> <p>As progress is made the Scoring Matrix is then referred to regularly to show the client the progress they are making by measuring changes in their perceptions, feelings and thoughts on progress towards their goals. What has changed, how did the changes happen and what they want to happen next are examined. This is an on-going process with no end date set.</p>
D. Kommer	<p>In this method we focus on 3 step method that takes the participants further than orientation – it helps the think about their Mission in life , which can be a mission to be integrated to work or to be a new job target or the be the element of work-life balance:</p> <ol style="list-style-type: none"> 1. Status quo 2. dreaming 3. possible ways -> target (status quo a s resource to make dream alive)
IAFE - SAPE	<p>The development of the entire process was based on the trace of paths of orientation/education/insertion with the following phases:</p> <ol style="list-style-type: none"> 1-Supporting the unemployed in finding their own preferences for professional life, considering their point of departure; 2-Counselling and integration on the adequate training that is able to answer in a successful way to the expectations and the options made on the 1st phase; 3-Finally, with the new personal and professional competences acquired with the training, the plain integration on the work market, either as employee either by creating his own business. <p>Steps:</p> <ol style="list-style-type: none"> 1-welcome 2-first working session 3-Key Competences guide process 4-Personal and Social development training 5-ICT’s Training 6-Training on conciliation between professional, social and family life

<p>IAFE – “Top Question – Powerful questions used by top managers and coaches in Portugal”</p>	<p>The method consists in placing questions that can induce thoughts in the respondent, promoting self awareness and self knowledge making people able to set a course. The questions have the power promote awareness of who we are and what we are capable of, making us realize and believe that if we commit with one objective, results will be achieved.</p> <p>Listed below the different kind of questions presented and explained by the author:</p> <ul style="list-style-type: none"> - Questions that start with “What” – allows to identify objectives, obstacles and solutions; - Questions started by “Which” – complement the questions started by “What”, allowing to materialize objectives, identify obstacles and solutions among various options; - Questions started by “How much” – as it is a closed question, it must be associated to a scale that allows an objective answer, avoiding answer like “little”, “very” among other not satisfactory; - Questions started by “Who” – although it is a question that can identify several problems, it is one of the less used, maybe because it is difficult to ask for help or to admit that the solution comes with the help of another person; - Questions started by “How” – help to outline a strategy towards the proposed objective; - Questions started by “Why” – allow to identify obstacles and work to overcome them. <p>The following phases can be identified:</p> <ol style="list-style-type: none"> 1.The question: awaking to a particular issue, leading the respondent to think about it; 2.Thinking and reflection – reflecting on the questions makes the respondent look inside himself, leading to self knowledge; 3.Awareness – consists in finding the abilities, knowing the blocks and finding ways to get around, leading to new horizons; 4.Responsibility – making the commitment in achieving the outlined objectives; 5.Action - developing and putting into practice the action plan.
<p>PCT - Career Shift</p>	<p>The book is structured into four phases:</p> <ul style="list-style-type: none"> - Phase 1 – is about taking stock, collecting knowledge about yourself and testing this against reality to ensure you are on the right track. -Phase 2 – is about exploring options in a creative way, breaking down the traditional views about careers -Phase 3 – is about setting about achieving objectives through communication, both verbal and written. -Phase 4 – is the most important because it contains the key to success – monitoring and maintaining progress
<p>PCT – “Nooit meer werken” (Never work again)</p>	<p>Similar to 'aims'. The client is asked to go through these stages one by one. Professional help is beneficial in all stages. However, the method is mostly individualistic. In general, this method is mostly a sense-making method in which the client is encouraged to develop passion and gain adequate self-knowledge.</p>
<p>PCT - “Ondernemen in de levensloop” (Entrepreneurship in the course of life)</p>	<p>The method is divided into seven phases:</p> <p>Phase 1: what is currently on my mind? In this phase, the client should formulate a question which is at the core of their current discomfort</p> <p>Phase 2: where do I stand? The client is taught to express their emotions about their current (work) situation in both a narrative and creative way</p> <p>Phase 3: what has developed me? Same narrative en creative techniques are used to let the client describe his or her entire life</p> <p>Phase 4: who am I? In this phase, the insights from the previous phases are used to let the client gain self-awareness</p> <p>Phase 5: what do I want? In this phase, clients should express their (implicit) desires for the future in the same creative and narrative way as in previous phases.</p> <p>Phase 6: Scenario telling. In this phase, the client is asked to combine all previous phases into multiple scenarios for their working future. The client is then asked to describe each scenario in great detail to fellow clients. Storytelling will evoke emotions about a scenario, which are then used by the client in order to select the most desirable scenario.</p> <p>Phase 7: learning by doing. An implementation plan for the attainment of the most desirable scenario is written. Furthermore, it is stressed that the client should repeat the method from time to time in order to renew this process.</p>
<p>Soke Government – Doctor of Carrer</p>	<p>The tests are based on Ned Hermann’s “Whole Brain Theory”. With the help of this theory people can find out their cognitive preferences. This is the first step. Then discovering the values, learning styles, personality, likes and dislikes. After analysing these issues, making research about the career opportunities and the final step is how to become successful in worklife</p>

Soke Government – Coach Yourself to Success	The first step is about Knowing what your own personal and emotional needs are makes it easier to design an ideal career. The 9 Elements of a Perfect Career <ol style="list-style-type: none">1. Abilities/Natural Strengths2. Skills (learned)3. Interests4. Personal Style (introvert or extrovert)5. Family6. Values7. Goals8. Career Development Cycle9. Personal Requirements/Emotional Needs
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	TRAINER PROFILE - Skills
CEP	Skills (of trainers) to apply this method: 1. Having found his/her mission in life, then coaching and counselling from experience is real and congruent. 2. Empathy 3. Listening skills 4. Coaching or Counselling skills 5. Learning by intuition 6. Viewing things from different perspectives 7. Sensitivity to feelings 8. Sensitivity to people (people oriented) 9. Learning by perception 10. Co-creating skills 11. Positive mind and positive thoughts 12. Conscious and Subconscious techniques to implement positive believes
Cre8te – Women Onto Work	<ul style="list-style-type: none"> * excellent listening skills * ability to build rapport and trust * ability to spot when to ask the pertinent question and what that question should be * ability to get alongside client’s perspective and avoid bringing their own value base into the coaching * celebrate and support client’s successes
Cre8te - Cyrenians	<ul style="list-style-type: none"> - passionate about people - ‘active’ listening - ‘powerful’ questioning - support change - communication clearly - challenge and motivate
D. Kommer	<ul style="list-style-type: none"> - Trainers in this field must have a training and a coaching education (preferably in the systemic context) and have self-experience in that - Experience as a trainer in standard career orientation.
IAFE - SAPE	The Project team leader must be capable of working with the Key Competences Guide Process. He is assisted by an administrative that will, simultaneously welcome the participants. The administrative is preferable a former unemployed in order to create empathy and facilitate the understanding of the aims of the Project. The team must also include trainers in Social and Personal Development, Information and Communications Technology (ICT) and conciliation work/family life.
IAFE – “Top Question – Powerful questions used by top managers and coaches in Portugal”	From the Reading of the book can be realised that in order to effectively apply this method the technical must: <ul style="list-style-type: none"> - Know questioning techniques – how to question and what to ask - Be trustful - Know how to guide without exercising any influence
PCT - Career Shift	Monitoring actions: identify your avoidance behavior; honor your commitments <ul style="list-style-type: none"> - Gut reaction (used when the final decision is made) - Lateral thinking (view the problem from different angles) - Reading between the lines - Mind-mapping - Personal profile: communication skills, make your name known, become an expert - Mentoring (develop yourself as you help others to develop) - Outside view – how others see the clients
PCT – “Nooit meer werken” (Never work again)	<ul style="list-style-type: none"> - Able to keep client motivated to complete the (individualistic) task. Method for doing this is showing progress to client.

<p>PCT - "Ondernemen in de levensloop" (Entrepreneurship in the course of life)</p>	<p>-Interpreting and characterizing of stories and creative work of fellow participants -Research on personal past, or helping fellow participants in doing this -conversations and feedback, without limiting the self-expression effort -Research on preferred future of fellow clients</p>
<p>Soke Government – Doctor of Carrer</p>	<p>Trainer must be aware of the cognitive differences of the trainees. The important thing is to be able to evaluate the skills and abilities of the trainees. Trainer should get knowledge about the learning theories. Especially Ned Herman’s Whole Brain Theory is very useful to explain the differences of the people. Trainer should do personality tests and interviews to evaluate the trainees at first.</p>
<p>Soke Government – Coach Yourself to Success</p>	<p>Typically good coaches will use and follow these principles:</p> <ul style="list-style-type: none"> • Listening is more important than talking • What motivates people must be understood • Everyone is capable of achieving more • A person's past is no indication of their future • People's beliefs about what is possible for themselves are their only limits • A coach must always provide full support • Coaches don't provide the answers • Coaching does not include criticizing people • All coaching is completely confidential • Some people's needs cannot be met by coaching , and coaches recognise clients with these needs

	TRAINER PROFILE – Knowledge
CEP	1.Having found his/her mission in life, then coaching and counselling from experience is real and congruent. 2.Coaching or Counselling knowledge 3.Personal Development specialist 4.Intuition techniques 5.Mindfulness http://en.wikipedia.org/wiki/Mindfulness 6.Yoga and Meditation techniques to raise self awareness 7.Creative visualization to conduct sessions 8.How erase limiting and negative believes 9.How to implant and develop positive and enriched believes
Cre8te – Women Onto Work	* coaching qualification or equivalent e.g. NLP Practitioner / advisor / guidance * relevant experience in a person-centred environment
Cre8te - Cyrenians	- visualization - use of resources and tools - training in life coaching skills, eg NLP - coaching techniques
D. Kommer	It could be helpful if they have knowledge about native cultures that use techniques to find their vision or have their dream (native americans, aborigines etc)
IAFE - SAPE	Both coordinator and trainers should preferably have a degree in Human and Social Sciences.
IAFE – “Top Question – Powerful questions used by top managers and coaches in Portugal”	Required knowledge of trainers is not presented in the book as it describes experiences of a large number of professionals, from different sectors in a various number of diverse situations, but one can conclude that knowledge in the human and social sciences area is required. Also required is the knowledge and experience in leadership since the method requires that the querist can interpret signs and capture the respondent confidence, communicate with him, motivate and guide him.
PCT - Career Shift	Knowledge about required skills for specific professions and about career values is essential
PCT – “Nooit meer werken” (Never work again)	-Knowledge about extrinsic motivators and three forms of passion is required -Basic knowledge about personality (Big Five)
PCT - "Ondernemen in de levensloop" (Entrepreneurship in the course of life)	-Knowledge about typical personal crises
Soke Government – Doctor of Carrer	Trainer must have knowledge of using techniques of some certain kinds of tests which can be done by a person himself/herself or by the help of trainer. The trainer also has to know the evaluation of the test results and know how to use the results.
Soke Government – Coach Yourself to Success	Coaching entails helping yourself grow and become more self aware, at the same time, helping others to overcome problems in their lives.

MOTIVATION TOOLS APPLIED DURING THE TRAINING TO FIND THE MISSION IN LIFE	
CEP	a) Wheel of life b) Meditation c) Creative visualization d) Affirmations e) Active and positive contemplation
Cre8te – Women Onto Work	Motivational workshops where clients can also benefit from meeting other women in similar circumstances. In many cases, clients form friendships and support networks outwith the organisation. Motivational coaching – coaches will encourage and believe in their clients’ ability to achieve their goals. Motivational Tools 1. Visualisation (Actualisation): Using NLP techniques, encouraging the client to step back into a past situation where life was good and the person felt motivated. The facilitator asks how it looks, sounds, feels and the client magnifies what they see, hear and feel. This state is then ‘anchored’ by using a trigger word or gesture that they can easily remember. This creates a shortcut for the brain to this state. 2. Group Discussion: Motivating factors are identified in groups or pairs and explore ways of applying them. This utilises peer learning and support. 3. Circle of Excellence- Visualisation technique to imagine a circle within which the good motivation can be accessed. 4. Examining Beliefs: The event/thought/belief/action cycle is examined to help challenge set patterns and beliefs to generate more positive cycle. 5. Positive Reframing: People working in pairs where one person expresses a negative situation/statement and the other person positively reframes it. 6. Pattern Interrupt: Examined internal dialogue – links to reframing above.
Cre8te - Cyrenians	<ul style="list-style-type: none"> - Adult – adult transactional analysis is the basis of the work. - NLP is used to ‘flip’ thinking from external motivating factors to internal. - Wheel of Life - Scoring Matrix - Visualisation
D. Kommer	<ul style="list-style-type: none"> - “Reality checks” embedded in coaching sessions to work out the plan how to achieve the target set. - Coaching sessions
IAFE - SAPE	All the method in based on the empowerment, wich, per se, is a motivation. In the 1st phase, the welcome, is delivered to the participant a “Competences Passport”, where all the activities are registered. This passport can be seen as a motivational instrument towards achieving the “destination”. Each activity, each step of the way, is registered in the passport giving, at all time, to the participant, the idea of how much he has done, motivating to continue and increasing self-esteem and confidence levels. The main motivational toll is the Key Competences Guide Process that leads to the self awareness of the pre-existing professional and social skills, as a starting point for the definition of a realistic and sustained life project. The Key Competences Guide Process can be looked as a motivational tool for the activity “conciliation work/family life”, by promoting the reflection, together with the spouses, about these problems: identify the obstacles, outdo them and finding the strategies to solve the problem.
IAFE – “Top Question – Powerful questions used by top managers and coaches in Portugal”	The book doesn’t specifically mention motivation tools. The implicit tools consist in the awareness for the competences and answers that each one can find among themselves, which may be explored and enhanced to open a new world of possibilities
PCT - Career Shift	
PCT – “Nooit meer werken” (Never work again)	The method is about discovering intrinsic motivation. Passion for an activity means that a person has no needs for extrinsic motivators. It uses the Maslow’s pyramid: Whenever a person is motivated by this factor, he is no longer primarily motivated by all the lower tiers of the pyramid. Extrinsic motivation is no longer necessary
PCT - “Ondernemen in de levensloop” (Entrepreneurship in the course of life)	
Soke Government – Doctor of Carrer	
Soke Government – Coach Yourself to Success	

TARGET GROUP										
CEP	Cre8te	Cre8te	D. Kommer	IAFE	IAFE	PCT	PCT	PCT	Soke Government	Soke Government
<p>Qualification: <input checked="" type="checkbox"/> Lower qualified people <input checked="" type="checkbox"/> Middle vocational/general educated qualified people <input checked="" type="checkbox"/> Higher vocational/general qualified people and University level</p> <p>Age: <input checked="" type="checkbox"/> Age 18-29 <input checked="" type="checkbox"/> Age 30-39 <input checked="" type="checkbox"/> Age 40-49 <input checked="" type="checkbox"/> Age 50-59 <input type="checkbox"/> Age 60 plus</p> <p>Work: <input type="checkbox"/> Employed <input type="checkbox"/> Unemployed <input checked="" type="checkbox"/> Does not matter</p>	<p>Qualification: <input checked="" type="checkbox"/> Lower qualified people <input checked="" type="checkbox"/> Middle vocational/general educated qualified people <input checked="" type="checkbox"/> Higher vocational/general qualified people and University level</p> <p>Age: <input checked="" type="checkbox"/> Age 18-29 <input checked="" type="checkbox"/> Age 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ADDITIONAL INFORMATION										
			This method is applicable in the European context. For persons with no personal experience in reflection and self-reflection it would be helpful to give a theoretical overview on that.				Background information about motivation (including Maslow's pyramid) is presented. Part about motivators is very similar to Herzberg's theories.	Background information with examples from the arts		