

# Orpsy: Career Coaching

## ***What is Career coaching?***

Regardless of the stage of your career in which you find yourself, it is possible that you have a number of questions about how and in what direction you wish to further develop professionally. You're stuck in your career, you lack the drive for your job, you no longer identify with the corporate culture, you want to change but don't know which direction to take, ... These are all questions that you may not be able to answer on your own. The career coaches of Orpsy can give you professional advice and help you on your way.

## ***What are the reasons to pursue career coaching with Orpsy?***

We offer individual and customized guidance from a highly trained career counselor. We conduct an in-depth analysis of your potential, ambition and personality. This allows you to breathe a new, powerful wind into your career. We make you an expert at applying for jobs and increase the chances of finding your dream job. Together we search for a job that offers an optimal match with your manager, colleagues and company culture.

## ***What are the terms and conditions?***

You are eligible for career coaching if you:

- Are currently working full-time or part-time, as an employee or as a self-employed person.
- have worked as an employee or self-employed person for at least 1 year in the last two years
- have not followed career guidance in the last 6 years.
- live in Flanders or the Brussels Capital Region: the guidance must be provided in Dutch.

If you meet the conditions, you can use the career check to request career advice from us. Together we will work out a program that will enable you to draw up a concrete Personal Development Plan (PDP). With this PDP you can then continue to build on your career.

## ***What does it cost?***

The first exploratory interview is free. Afterwards, via the career check - which costs you only 40€ personally - you can follow a trajectory of 4 hours of guidance worth 665€. You can take up these four hours in instalments.

If you want career guidance, you must first apply for career cheques with the VDAB at <http://www.vdab.be/loopbaanbegeleiding> of het nummer 0800/30700.

## ***What methods does Orpsy use?***

Throughout the day you will complete a number of assessment exercises. These are simulations of real working conditions. Although they are often fictitious, they have an important predictive value for your effective behavior in a professional context. The questionnaires are also scientifically based and give indications about your work attitude.

Computertests: In these tests, you will always receive clear instructions and complete a few sample exercises to master the methodology.

Examples of such tests are:

- ***Personality questionnaires***
- ***Analytical reasoning tests:*** numerical, verbal or abstract info processing, interpretation of tables and graphs, administrative skills, ...
- ***Planning exercise***
- ***Specific questionnaires:*** around leadership, commercial skills, dealing with stress, management insights, negotiation style, ...
- ***Specific knowledge:*** French, English, Excel, ...

In-depth interview: Querying relevant information on some specific competencies and certain topics.

Selfdescription: Here we ask you to describe yourself (in terms of style, approach, vision, etc.) in writing around a number of professional topics.

## ***Practical information?***

Duration: 4 hrs.

Reception: You will be welcomed in a professional setting. The course of the assessment will be explained to you. Water, coffee or tea will be available throughout the day.

Location: Orpsy is located on Ghent's small town ring road. Parking is available on the street side and costs 6 euros for a day ticket.

We wish you good luck in advance and welcome you to our office on the appointed date.