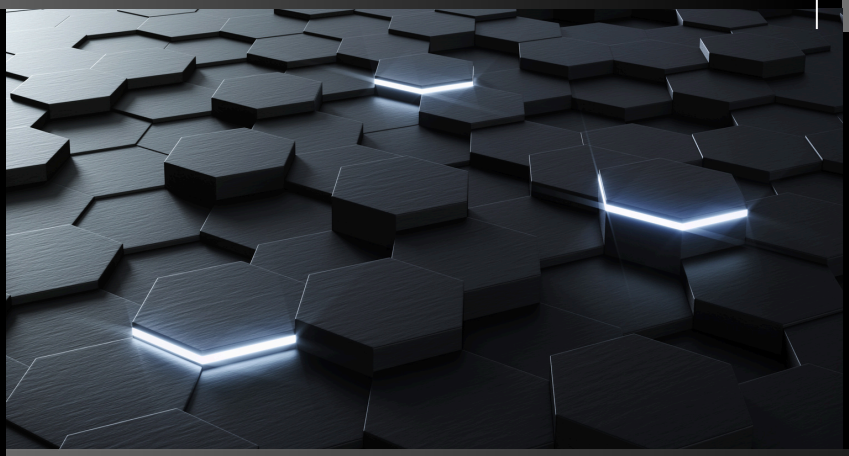
COACH GENAI

NEWSLETTER



CAREER COACH ESSENTIALS

HOW CAN GENAI BE BENEFICIAL FOR CAREER COACHES?

Of the many areas a career coach operates in, the deepest work often exists in the space between job search prep activities like resume building and purpose-oriented work like aligning interests, strengths and domains.

A solid career coach can handle this spectrum, taking a client through finer details to forest-like visioning. For those coaches who resonate more with deeper professional work, GenAI can offer assistance with brainstorming and scenario-based experimentation that serves a client's journey.

As a team in organizational life, each coach with a personal tech assistant can speed up the creation process for developing strategies, targeted market research, ideation to content delivery.

Supporting clients, career coaches using GenAI can also learn to coach them on how to use it, particularly for those fundamental milestones like drafts and diction. This kind of support becomes a career coach skill, enhancing one's professional marketplace value.

Will GenAI replace career coaches? Doubt it, for the skills I describe in this article for coaches to have, GenAI lacks and is not autonomous.

Design a GenAI that's totally autonomous, shows ingenuity, self-initiating intention and tailored communication and my reply may differ.

TEMPLATES & FORMULAS

Many people share infographics, well-thought out, categorized guides for how to prompt GenAI to achieve goals. There are courses you can take that offer formal study to understand more of the mechanics behind how LLMs (Large Language Models) work, what enables them to perform the way they do. I invested in this and continue to. Make your educational choices.

Prompt templates can be useful if you're just starting to test out GenAI's capabilities.

The structure can be a starter for how to think. Popular prompts help stimulate GenAI to go down certain paths, to recall specific information.

A prompt is like a way of pointing in a direction, showing the GenAI where to focus and you don't have to think much about it.

Just copy-paste the words you obtained from some source into the text box.

COACH GENAI

NEWSLETTER

TEMPLATES & FORMULAS - LIMITATION

The prompt template limitation I see is when you gain more experience, they become too mechanical, formulaic to a fault. Everyone can end up using the same prepackaged starting sentences and basic phrases.

If we were dealing with mathematical equations, the thought pattern involved here makes sense to me, but the path GenAI is on is more naturalistic engagement. Some might say more "human." If this is so, continuing to communicate with it mechanically would be a step back not forward.

ChatGPT seems to now have the ability to adjust based on how you teach it to communicate with you. It also calibrates its memory, more signals that it's being primed to communicate more naturally with the user.

After toying with templated prompts, I realized: they're less effective than natural communication long-term, and it's natural communication skill that needs to improve, not prompt skills. General verbal and written skills.

Try using the GPT voice and speak like you would write a templated prompt you found somewhere online. Explore the sheer awkwardness of it compared to just talking naturally. When you add the ability for GPT voice to respond to interruptions, using prewritten prompts seems stranger.

As a brainstorming and organizing tech assistant, I'm able to weave its access into my repertoire by relating to it the way I normally communicate with people. Without a prewritten prompt and spontaneously, I can sit back in a seat and on the fly conceive of an idea and explore it with the assistant, "I'm working on the next newsletter channel. These articles will focus on career coaches working with generative AI. Since it's not a native skill for coaches, I have some unique perspectives to offer. Already have 10 topics lined up. Based on our work together so far, share 20 more topics I could explore. Set them up in an Apple Numbers file for me."

Alongside communication, there are three more essential skills for career coaches to develop with the GenAI assistant: intention-setting, ingenuity and delegation.

INTENTION

Intention involves the outcome you're looking for. You need some idea about what you want. The clearer the intent, the better you can become with communication.

As a coach, you know direction's importance, how the lack of it interferes with attainment. Intention is how you know where to commit resources and the first element to help GenAI commit its resources for you.

Intention is the mental component while communication is the expressive. Both are necessary.

Strong communication skills with cloudy intent and you have directionless information for your GenAI to work with.

Clear intent with chaotic communication and your GenAI will give you something, perhaps not what you want.

INGENUITY

Your creative thinking faculty.

One of the main reasons prompt engineering exists as a skill is because GenAI isn't autonomous at this point. It still needs an external force, a conscious entity to initiate action.

Without this initiation, this "prompt," GenAI's personal chatbot abilities are just about useless. So you are its director, its leader, its delegator. It's your mind's seed ideas at work.

If you're a strong creative thinker, what you conceive of for GenAI to produce will reflect that creativity.

If your thinking is dull or mechanistic, GenAI reflects that as well.

Improve your creativity and the idea range you come up with to have GenAI experiment on will expand.

COACH GENAI

NEWSLETTER

Some off-the-cuff opportunities:

- *Have an exercise with your client to create a visualization of their goal, for when they have that job or that skill. GenAI can make them a motivational picture.*
- *If considering a presentation series, task GenAI to produce a sample schedule over a certain time period. Apply your originality to the schedule.*
- *If your client is interested in doing a video pitch, coach them on how to develop a draft script they can design an original from.*
- *For clients who prefer not to use web-based job search tools, coach them on how to task GenAI. It can create a blank CSV file or document with specified categories.*
- *Describe a scenario of how you supported a client so far and ask GenAI to consider some unusual angles you might not have considered. Reflect to see if they resonate.*
- *If your company lacks it, task your GenAI to create a sample professional development plan for yourself and teammates for certain skills to increase value.*

DELEGATION

You can see here why delegation skills are important. This is a transference of your intent to another.

Skillful communication enables you to efficiently delegate so your receiver has the idea of what to accomplish. They can figure out how to execute using their skills.

With GenAI, this is slightly different because:

- It won't ask clarifying questions, it'll ask if the response was suitable at the end.
- It won't say if it's confused, afraid, unsure, etc. along the way. It will attempt to produce based on your communication, ingenuity, etc.

I say "communication" instead of prompt to step outside of seeing this as a robotic, mechanical process. If you relate to it as you would an assistant, speaking naturally but skillful, you'll receive more relatable responses.

Delegation may be tough if you never had to do it. Requires a degree of trust and wisdom, to know what to assign and retain. View your work with GenAI as a first delegation experience.

The decision will be up to you on what to pass on vs. own. I encourage designing your personal ethical code or principles for how you choose to work with GenAI. The code serves as the North Star, reflected on before making a GenAI-based decision.

Trent Rhodes is a career development leader, polymath writer & educator. With a passion for martial arts, tea and tech, he's an avid reader and writes on topics bridging futuristic career education and self-directed learning. Discover more of his work at Career Mind and MasterLearn.