

### ACTIVITY 3.5.3



The overall goal of the counselling process is a job placement or respectively sustainable labour market integration. Therefore it is important to come to a mutual agreement on a realistic job decision. If there is a discrepancy between your assessment of the situation and the ideas of the client (e.g. non realistic goals, no agreement on further proceeding) how would you react to the situation? Come up with ideas on possibilities to resolve such a situation and describe them in some words.



If there is a discrepancy between the goals of the client and your assessment of the situation you should make that transparent and explain the reasons for your assessment clearly. If there is still no agreement about goals despite discussion and explanations you should consider to be more persuasive. For instance, you could say: “I can understand your wish for ... really well, but my responsibility is to bring you in employment and that you stay in employment. Therefore I would propose that we look together on the options that seem most likely to be realised. Can you agree with me on that?”

If there is still no agreement you can ask your client to devote some of his/her time until the next meeting towards more realistic goals besides any actions towards the client's preferred goals. Thereby the clarification if the client's needs are realistic can be achieved without influencing the client's motivation negatively and at the same time can be saved by working also on realistic goals. Depending on the situation it could also be advisable to give the client the possibility to proof that his/her goals are realistic. For example you could ask the client to find job offers that would fit to the client's profile.

