



# Instrumentarien des Self-Coachings (German Edition)

*Dagna Walczak*

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Studienarbeit aus dem Jahr 2007 im Fachbereich BWL - Personal und Organisation, Note: keine, Fachhochschule Bonn-Rhein-Sieg in Sankt Augustin, Veranstaltung: Schwerpunktfach Personalmanagement, 23 Quellen im Literaturverzeichnis, Sprache: Deutsch, Abstract: Im Zeitalter der Globalisierung haben wir es mit einer zunehmenden Leistungsdichte und immer schneller ablaufenden Entscheidungsprozessen zu tun. Da alles komplexer und schneller wird, muss der Mensch bereit sein sich permanent zu verändern und neu auszurichten, um den steigenden Anforderungen gerecht zu werden. Organisationen brauchen Mitarbeiter, die ihrer beruflichen und persönlichen Weiterentwicklung oberste Priorität beimessen. Coaching gehört mittlerweile zum zentralen Thema der Personalentwicklung und ist eine Kombination aus individueller Beratung, persönlichem Feedback und praxisorientiertem Training in Fragestellungen, die Beruf und Persönlichkeit betreffen. Lernprogramme im Rahmen der Human Resources gehen meist von einem externen Trainer oder Coach aus, der den Coaching-Prozess mit dem Coachee durchläuft. Die Problematik der Coaching-Programme besteht darin, dass selbst qualitativ hochwertige Programme scheitern, wenn sie nicht an die Interessen, Bedürfnisse, Ziele und die Persönlichkeit ihrer Adressaten gekoppelt sind.“ Als Ergänzung zu professionellen Entwicklungsmaßnahmen ist Self-Coaching ein effektives Instrument, bei dem die Verbesserung der sozialen Kompetenzen und die Persönlichkeitsentwicklung im Vordergrund stehen und ohne die Hilfe eines externen Beraters durchgeführt werden. Im ersten Teil der Arbeit wird auf den allgemeinen Ansatz des Self-Coachings eingegangen, um einen Überblick über die inhaltliche Abgrenzung, die Voraussetzungen und die Grenzen des Self-Coaching zu geben. Anschließend werden drei in der Praxis verwendete Methoden kurz skizziert, die eine bewusste und pragmatische Selbstführung generieren. Im letzten Teil wird die Methode des Neurolinguistischen Programmierens (NLP) näher beschrieben, die Grundlagen und Instrumente näher erläutert und abschließend kritisch gewürdigt. Das letzte Kapitel beinhaltet ein aus dem Sachverhalt abgeleitetes Fazit und einen Ausblick auf die zukünftige Entwicklung im Bereich des Self-Coachings.

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