

## A Psycho-Spiritual Approach to Purpose-Based Career Coaching: A Step-By-Step Guide for Practitioners

### Pendekatan Psiko-Spiritual pada Pelatihan Karir Berbasis Tujuan: Panduan Langkah-demi-Langkah untuk Praktisi

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Received January 08, 2024 | Accepted May 13, 2024 | Published June 30, 2024

**Abstract:** Life is meaningless, drowsy, stressful, boring, wasteful, and fruitless without purpose. Hence, purpose justifies someone's existence on earth. It is assumed therefore that nobody was born by accident. The Creator, God thought about it and decided that it was good for one to be born. It is therefore one's responsibility to find the reasons that justify one's existence on earth and choose a career that corresponds with it. The main purpose of this article was to explore the steps for implementing purpose-based career coaching. The study was a mixed method research aiming to explore the experiences and perspectives of individuals about purpose-based career coaching. Participants included students, graduates, teachers, parents, counsellors, and lecturers. Data was generated through multiple methods, including individual interviews, focus groups, and qualitative surveys. Thematic analysis was employed to analyze the data and identify key themes. The findings of this study revealed three distinct themes: 12 steps guide for a purpose-based career coaching, the core beliefs underlying purpose-based coaching, and the objectives associated with purpose-based career coaching. With these themes in mind, practitioners can adopt a holistic approach when coaching individuals towards achieving their purpose-driven career goals. This structured approach to career coaching ensures a comprehensive and systematic exploration of the career-related challenges and opportunities that individuals may face. Throughout the article, attention is given to the integration of spirituality into the career development process. The implication of the article is that through the incorporation of spiritual principles and practices, individuals can tap into a deeper sense of purpose and direction which will in turn enable them to navigate their career journeys with clarity and confidence. In addition, the article offers helpful information and techniques to help people grow in their spiritual awareness and incorporate it into their work lives.

**Keywords:** Career Coaching; Career Choice; Psycho-Spiritual; Purpose; Reimagining



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## Introduction

The available scientific record shows that purpose-based career has not been thoroughly defined. As such, the present article creates this concept from the known related concepts. For instance, the first concept here, purpose, is defined as people's identification of highly valued goals that will give them sense of existence (Kosine et al., 2008; Steger et al., 2006, 2012). Also, one's purpose can be defined as a stable and generalized intention to achieve a meaningful and significant goal for oneself as well as for the world at large (Summers & Falco, 2020). In the context of the present coaching guide, purpose is regarded as the meaning of life and the reason why one was born. It is like salt, which gives taste to the soup. Purpose gives taste to life and makes it meaningful (Charles-Leija et al., 2023; Kipke, 2023). That is, life is meaningless, drowsy, stressful, boring, wasteful, and fruitless without purpose. Hence, purpose justifies someone's existence on earth. It is assumed therefore that nobody was born by accident. The Creator, God thought about it and decided that it was good for one to be born. It is therefore one's responsibility to find the reasons that justify one's existence on earth and choose a career that corresponds with it.

An individual has the potential to be effective in a career that he believes is in consonant with his purpose. Thus, it is important to understand that career and destiny are connected through purpose. That is, what connects career with destiny is "purpose" (Mccarthy, 2005). If purpose is separated from career, destiny will equally be separated, and if destiny is separated from a career, such career would not have a desired destination (Mccarthy, 2005). Moreover, destiny should be treated higher than anything else in the hierarchy of life (Aruma & Hanachor, 2017). That implies, people should choose any option in life that will lead to destiny fulfillment. That is, if someone is faced with 10 options and only one is directly connected to his destiny, he should choose that one. Its primary thesis is that people should select a job path that aligns with their true or believed purpose to enable them to both achieve their goals and have a fulfilling professional life. People also participate in career development programmes because they think it will help them achieve their goals. This type of career coaching goes beyond traditional career counselling, which primarily focuses on skills and qualifications, and emphasizes individualized self-discovery and exploration (Park-Taylor et al., 2021). Through the alignment of passions, values, and interests with potential career paths, purpose-based coaching enables individuals to identify their passions, values, and interests. Individuals are encouraged to explore different career options, develop self-awareness, and make informed decisions that are aligned with their long-term goals using various tools and exercises. Given its significance, this article aims to propose a step-by-step guide for a psycho-spiritual approach to purpose-based career coaching.

## Contextual Concept

A purpose-based career is one that aligns with an individual's life purpose. The trajectory of one's life can either support or hinder their ability to pursue their life purpose, as well as increase the chances of realizing their authentic self-identity, reaching their full potential, and actualizing their destiny. This definition is based on the fact that every individual has a purpose which is determined by His Creator to perform and complete within a timeline before he departs from the earth; and that the effectiveness of that purpose determines the individual's impact and relevance. If that purpose is not performed, the individual may not be said to be impactful and relevant in the way he was created. Any career that is evolving around purpose has a high tendency of success. Moreover, an individual is more effective in a career that he believes is in consonant with his purpose. Also, it is important to understand that career and destiny are connected through purpose. Another definition of purpose-based career is

that it is a career that is utilized as a platform for God's ministry (service). What this implies is that every individual is called to serve in one way or the other, and that purpose-based career provides a platform for which one can render unique service consistently. On this note, career decisions should be concluded after due consideration of the unique service(s) one is called to render. As at the time one's calling is not clearly understood, career decisions should be progressive with a willingness to make adjustments when necessary. In other words, one's knowledge of his service or ministry is required for effective career decisions. But when such knowledge is not available every career decision should not be permanent. On the other hand, purpose-based career coaching (Pb-CC) is an approach that focuses on individuals' needs and interests throughout their career journey without jeopardizing their divine mandates. It guides individuals on their career journey to discover and live their God-given purpose.

## **Study Purpose**

The main purpose of this article was to explore the steps for implementing purpose-based career coaching. In addition, the study explored the core beliefs and objectives of purpose-based career coaching.

## **Research Questions**

1. What steps could be followed in conducting purpose-based career coaching?
2. What are the core beliefs of purpose-based career coaching?
3. What are the objectives of purpose-based career coaching?

## **Method**

### **Design**

The design of this study is a mixed method approach which incorporated qualitative instrumental case study, qualitative survey, and field-based research approach. With instrumental case study design, we explored specific cases of analysis to gain a deeper understanding of the steps, core beliefs and objectives of purpose-based career coaching. Qualitative surveys helped to provide us with a wealth of information on the opinions and perceptions help by individual participants regarding the steps, core beliefs and objectives of purpose-based career coaching. With the practice-based research approach, we were able to generate a novel research output with significant knowledge contribution that draws from our career coaching practices and results regarding the steps, core beliefs and objectives of purpose-based career coaching.

### **Ethics Considerations**

Before this study was conducted, the ethical committee of the Department of Educational Foundations, University of Nigeria reviewed its proposal and approved it. Participants were required to provide informed consent prior to participating in the study. Participants had the opportunity to ask questions and seek clarification before consenting. The study's procedures were designed to protect participants' privacy and confidentiality. Personal information was kept confidential and was only accessed by authorized personnel. Participants were assured that their anonymity would be maintained throughout the research process. The study was designed to provide potential benefits to participants without compromising their well-being. Risks associated with the study were minimized and participants were informed about them. Participants were allowed to voluntarily participate in the study. They were not coerced or incentivized to participate, and their right to refuse to participate was fully respected. The study adhered to the research protocol outlined in the approved research proposal. Any deviations from the protocol were documented and reported to the ethical committee for review.

## Study Population, Sampling and Procedure

The population of this study comprised of students, graduates, teachers and counsellors. Purposeful, consecutive and convenience sampling techniques were used where appropriate to identify and select participants for this research. To establish the reliability of the coaching guide, five workshops were organized between 2021 and 2023 with diverse populations. A three-day course on purpose-based career coaching was implemented for 100 secondary school teachers and 100 counsellors. The teachers and counsellors learned about the main ideas, guiding principles, application, and possibilities of the purpose-based career coaching guide during the three-day sensitivity workshop. The workshop materials and contents were validated and certified by three prestigious Nigerian universities, as well as by two foreign experts and three career guidance consultants. Teachers and counsellors attested to the effectiveness of Pb-CC guide in career counselling and employability skill acquisition at the workshop's conclusion (Otu, 2023).

A counselling summit, titled "reimagining your career for a global fit" was implemented on December 12, 2022, and included 120 undergraduates, 60 recent graduates, 30 secondary school teachers, 30 counsellors, and 30 university lecturers. The summit was held at the University of Nigeria. The conversation focused on several key topics, including prospects, purpose, creativity, and career thought processes. Participants stated in interviews and online comments that the workshop gave them a better understanding of how to use their chosen vocation as a platform for achieving their mission. Sixty-six percent of the participants reported that the workshop aided in their career navigation and purpose discovery. The vast majority of participants stated that, if they recognised their God-given potential and purpose, they never would have thought they could develop a professional opportunity. Furthermore, the Universitas Negeri Padang, Indonesia's hosted their "Progress in Social Science, Humanities, and Education Research Symposium," on September 1, 2022, when a purpose-based career coaching guide was presented to a global audience. The goals of a purposed-based career coaching and its core beliefs and steps in addressing career-related challenges were main issues debated by conference attendees and moderators.

On May 12, 2022, at St. Catherine Secondary School in Nsukka, we held a successful career day with the topic "Understanding the Fundamentals of Career Choice, Based on Purpose-Based Career Coaching Principles." There were 450 senior secondary school students 220 parents, while 20 teachers and 2 counsellors were in attendance. We discussed inspiring concepts and guidelines for creating a fruitful, meaningful work path. The importance of purpose-based career coaching in today's professional development astounded the attendees. A career intelligence workshop was held at University of Nigeria Secondary School Nsukka on the 18th of March 2022 from 10.00am-2.00pm. Six secondary schools participated in this workshop with a total of 120 senior secondary school class one students. Also, class teachers, school counsellors and university students participated in the workshop. The theme of the workshop was "Adapting and Thriving in an Uncertain World". Following purpose-based career coaching, the major highlights in the workshop were: how to adapt to uncertainties in the world that affect career progress; and career principles for adapting and thriving in an uncertain world. This workshop was successful as it enhanced the participants' capacity to adapt and thrive in this uncertain world. Also, the teachers and staff were greatly impacted, and they showed their joy by requesting us to visit more schools with our programmes starting with their individual schools. In addition to the workshops, the purposed-career coaching guide has been used in randomized career counselling sessions and there were recorded successes from the clients (N=80; *see*, Otu, 2024).

## Data Collection

Individual interviews, focus groups, and qualitative surveys were used for data generation. In this research, content validity and face validity of the instruments were conducted. Content validity was done to ensure that the instrument's content accurately represents the field of purpose-based career coaching by aligning it with current best practices and theories. Also, to determine the face validity, the instrument content was independently assessed by multiple expert evaluators. This analysis helped to determine whether the instrument was consistent across

different evaluators. The coaching guide was evaluated by individuals who were not experts in career coaching to ensure that the content was clear and easy to understand. The validators were all professors specializing in career counselling. Their observations and corrections were taken into consideration while preparing the final draft of the coaching guide. Three other career experts with a doctoral qualification at the University of Nigeria Nsukka, and four career experts from other institutions and countries have scrutinized this coaching guide and made critical contributions during conferences and workshops where the coaching guide was presented. Their corrections and observations further helped to deepen the understanding and focus of the coaching guide.

## Data Analysis

The thematic analysis method was employed to analyze the responses provided by the participants regarding the three research questions. Thematic analysis is a qualitative data analysis technique that focuses on identifying and categorizing common themes or patterns within the data. It involves a systematic process of coding, sorting, summarizing, and interpreting the data, allowing researchers to gain deeper insights into the research questions (Braun & Clarke 2006). Following the principles of thematic analysis, the first step was to carefully read and transcribe the responses provided by the participants. This involved identifying and summarizing the main ideas and concepts expressed in the responses. Next, the responses were coded into relevant themes or categories based on the research questions. Once the themes were identified, the researchers compared and contrasted the themes across the responses. This allowed them to identify patterns and establish relationships between different data points. The coding process was repeated to ensure accuracy and consistency in the analysis. The findings from this analysis were then summarized and interpreted, providing valuable insights into the research questions. The themes identified were condensed into key findings, which shed light on the steps involved in conducting purpose-based career coaching, the core beliefs surrounding this approach, and the goals pursued by purpose-based career coaches.

## Findings

Table 1 shows that greetings and welcoming of participants to the purpose-based career coaching program and general introduction are done at the onset. The Pb-CC coaching guide provides a clear understanding of the purpose of career coaching, as well as an overview of the key concepts that will be discussed throughout the session. The Pb-CC coaching guide guides individuals along their career path through psycho-spiritual interventions. Individuals' career needs and interests are incorporated while upholding their divine mandates in this coaching approach. Purpose-based career coaching focuses on the intersection between spirituality and career to empower individuals to discover and live their God-given purpose.

**Table 1**  
*Theme 1: Step-by-step approach to Purpose-based Career Coaching (Pb-CC)*

Week	Session	Topic	Objectives	Activities	Materials
1	1	- Pretest assessment	- To collect pretest data	- Introduction of the program	- Assessment tools
		- Overview of the program	- To give general introduction, and overview of the purpose-based career coaching	- Teaching of the concepts career and purpose - Teaching on the fundamental beliefs of Pb-CC - Teaching on goals of Pb-CC	- Workbook - Writing materials - Public address system - recording device - photo and video devices
1	2	Reimagining	To help the	Teaching and	- Workbook

<b>Week</b>	<b>Session</b>	<b>Topic</b>	<b>Objectives</b>	<b>Activities</b>	<b>Materials</b>
			participants to have a rethink of their career ambition in connection with their purpose.	practices of: - Rethinking - Reimagination - Redefining career - Linking purpose to career - Importance of pursuing a career that aligns with purpose - Chances of fulfilling purpose through a chosen career - Interactions	- Writing materials
2	3	Spiritualizing	To help individuals to connect with their inner self, beliefs and Creator in order to receive divine guidance in their career pursuit.	Teachings and practices of: - Self-reflection - Teaching about how God created careers for a purpose - Prayers - Meditations - Relationship with God	- Workbook - Writing materials - Holy book (e.g. Bible)
2	4	Spiritualizing	To help the participants practice spiritual exercise that will reveal their purpose and missions on earth.	Practical sessions of: - The word of God - Prayers - Meditations - Sharing of visions, dreams and spiritual experiences - spiritual principles for career development	- Workbook - Writing materials Holy book (e.g. Bible) - Songs
3	5	Self-discovery	To enable the participants to become aware of their abilities, interest, passions, weaknesses, strengths, personality and values	- Understanding self-discovery - Interview by the coach to aid self-discovery. - Self-reporting assessment to establish participants' interest, abilities, passions, and skills	- Career Interest Inventory - Strengths Finder - Assessment - Values Assessment - Skills Assessment - Personality inventory - Calling

<b>Week</b>	<b>Session</b>	<b>Topic</b>	<b>Objectives</b>	<b>Activities</b>	<b>Materials</b>
3	6	Self-discovery	To help participants to understand their true selves	<ul style="list-style-type: none"> <li>- Interpretation of assessment outcome</li> <li>- Practical application of assessment scores</li> <li>- Career implication of assessment scores</li> </ul>	<ul style="list-style-type: none"> <li>inventory</li> <li>- Workbook</li> <li>- Paper and pen</li> </ul>
4	7	Career exploration; part i	To enable the participants to explore various career paths	<ul style="list-style-type: none"> <li>- Explanation of what career exploration means</li> <li>- Importance of career exploration</li> <li>- Strategies of career exploration</li> <li>- Job particulars</li> </ul>	<ul style="list-style-type: none"> <li>- Assessment tools</li> <li>- Workbook</li> <li>- Writing materials</li> <li>- Public address system</li> <li>- recording device</li> <li>- photo cards</li> <li>- videos</li> </ul>
4	8	Career Exploration; part ii	To provide participants with a comprehensive understanding of different career paths	<ul style="list-style-type: none"> <li>Exploration of:                             <ul style="list-style-type: none"> <li>- job functions,</li> <li>- industries and fields</li> <li>- benefits and hazards</li> <li>- roles and professionalism</li> <li>- aspirations</li> <li>- prospects</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- Assessment tools</li> <li>- Workbook</li> <li>- Writing materials</li> <li>- Public address system</li> <li>- recording device</li> <li>- photo cards</li> <li>- videos</li> </ul>
5	9	Identification of purpose	To help the participants identify their purpose	<ul style="list-style-type: none"> <li>- Revising what purpose is</li> <li>- Strategies to identify purpose</li> <li>- Reflecting on purpose indicators</li> <li>- Reflecting and answering contemplating questions</li> </ul>	<ul style="list-style-type: none"> <li>- Workbook</li> <li>- Paper and pen</li> <li>- Notebook</li> <li>- Card board</li> <li>- Marker</li> </ul>
5	10	Matching of purpose with careers	To match the participants' identified purpose with suitable career options	<ul style="list-style-type: none"> <li>- Reviewing of self-assessment results and knowledge gained from previous sessions</li> <li>- Brainstorming on the purpose-career intersection</li> <li>- Presentation of</li> </ul>	<ul style="list-style-type: none"> <li>- Workbook</li> <li>- Notebook</li> </ul>

Week	Session	Topic	Objectives	Activities	Materials
				career options - Group discussion - Making of informed career choices	
6	11	Realization and Integration	To help the participants to integrate their purpose to their daily living and career	- Setting goals - Finding and establishing support systems - Creating action plans	- Workbook - Notebook
6	12	Summary, feedback, and posttest assessment	To summaries all the sessions, take feedback and conduct posttest assessments	- Summary of sessions - Feedback - Posttest assessment - Follow-up plans	- Assessment tools - Notebook

This coaching guide has 12 sessions, which should take about six weeks to complete. Each session is scheduled for two hours. It is designed to serve as a comprehensive guide through various topics. The participants will gain a deeper understanding of the subject matter during each session, which will be focused on specific topics. Participants are given sufficient time to cover each topic adequately in the sessions, so they have the necessary information to make informed decisions. As a result of the two-hour session format, participants are able to interact and engage sufficiently with the course materials, asking questions, seeking clarification, and discussing their experiences and opinions. Clients will receive guidance and support throughout these sessions as they navigate their career journey. In the coaching session, clients are guided and supported in clarifying their career goals and aligning them with their purpose by combining psychological techniques with spiritual practices. Coaching provides individuals with the guidance they need to discover their purpose and the career path most appropriate to fulfill that purpose. With career coaching, each individual's uniqueness and specific needs are taken into account when choosing, developing, transitioning, and adjusting a career. A number of career, psychological, and spiritual constructs are aligned with this treatment, such as calling, vocation, and purpose.

### ***Theme 2: Core Beliefs of Purpose-based Career Coaching***

Purpose-based career coaching is founded on the fundamental idea that people should pursue occupations that help them achieve their goals. People also participate in career development programs to increase their capacity to fulfill their perceived purposes (Otu, 2024). Each person has a divine mandate to carry out their purpose. People find it easier to realize their mission when they match their career with it.

- a) Just like people are formed with a certain purpose in mind, careers are also designed for a purpose. People must therefore comprehend the motivations underlying their job choices and how to pursue them.
- b) A person can become the best version of themselves when their career and mission are in line. How successfully a career accomplishes its goals determines its success.
- c) God gives people the ability to address the concerns of society and find solutions to challenges through occupations that are purpose-driven. Purpose-driven careers are a great way to fulfill desires and find solutions to issues. People can have a significant impact and



- d) Seeing a career as a tool for change is essential to bringing about both personal and national transformations. Careers driven by purpose change people and society at large. People can motivate others and have a beneficial effect on their communities by concentrating on their mission.
- e) People can make a positive impact on righteousness, peace, and justice by integrating their principles and passions into their work. A purpose-driven job enables people to use their abilities and assets to effect significant change, whether via leadership, advocacy, or direct service.
- f) People who have a purpose-driven career can accept and walk in obedience to God's will. Man may have goals and desires, but it's important to keep in mind that "the Creator's (God's) will" always comes first.
- g) The advantages of a profession is driven by purpose.
- h) It is common for individuals in today's fast-paced world to spend considerable time preparing for their professional lives, from schooling, training, and working. In these circumstances, fulfilling one's purpose may be difficult, especially if one's career does not align with one's life purpose.
- i) God cares about human affairs, so we should approach every facet of our careers with a godly mindset.

### ***Theme 3: Objectives of Purpose-based Career Coaching***

Purpose-based career coaching is designed to help those who are unsure of their future employment opportunities by offering them direction and encouragement as they make career decisions. Coaching goes beyond conventional job-hunting techniques to assist individuals in finding their purpose and integrating their work with their values and passions. The main objective of purpose-based career coaching is to assist people in finding and pursuing fulfilling careers (Otu, 2024). Some specific objectives of this coaching approach include:

- a) Providing career direction: One of the main goals of purpose-based career coaching is to provide individuals with a clear direction and purpose for their career paths. The coaches can help individuals identify their unique talents and passions, leading them towards careers that align with their sense of purpose by exploring their values, interests, and goals,
- b) Promoting purpose discovery and fulfillment: Another goal of purpose-based career coaching is to help people uncover their unique sense of purpose and fulfillment. Coaches assist individuals in exploring their values, beliefs, and aspirations, helping them identify their purpose and understand how it can be expressed through their work. Individuals are more likely to experience greater satisfaction and fulfillment in their careers by aligning their career with their purpose.
- c) Enhancing effective career transition: Career transitions can be challenging, and purpose-based coaching can help individuals navigate these transitions effectively. Coaches provide support and guidance as clients explore new opportunities, change careers, or develop new skills. They can help individuals identify transferable skills, create a solid career plan, and navigate the challenges that may arise during the transition process.
- d) Promoting employability, career adjustment, and advancement: Purpose-based career coaching also promotes employability and career advancement. Coaches assist individuals in improving their job search strategies, enhancing their resumes and cover letters, and developing interview skills. In addition, they can help individuals navigate career adjustments and advancements by identifying opportunities for growth, developing leadership skills, and providing guidance on career planning and goal setting.
- e) Promoting career decision making and development: Purpose-based career coaching empowers individuals to make informed decisions about their career. Coaches provide guidance and resources to help individuals

explore different career paths, assess their strengths and areas for growth, and make informed decisions about career changes or advancements. They assist individuals in setting realistic goals, creating a career development plan, and tracking their progress over time.

Overall, the goals of purpose-based career coaching are to provide guidance, support, and empowerment to individuals as they navigate their career paths. Purpose-based coaching helps individuals lead more fulfilling and successful careers by focusing on purpose discovery and fulfillment, career transitioning, employability, career adjustment, and decision making.

## Discussion

The main objective of this article was to explore the steps for implementing purpose-based career coaching to guide practitioners in their use of this approach. As shown, the first session of week one features pretest assessment, general introduction, overview of the purpose-based career coaching, and teachings on the major concepts. In pretest assessment, the coach will use a purpose identification questionnaire and career decision-making scales to gather pretest scores from the participants before the coaching process begins. Coaches use these assessments to gather valuable information about each participant's knowledge, skills, and aspirations regarding their preferred career path. The other sessions and weeks of the purpose-based career coaching are discussed in the subsequent sections.

## Reimagining

In the second session of week one attention is on the use of reimagining technique. In purpose-based career coaching, the first step is to encourage individuals to reimagine their career opportunities. This involves challenging their existing assumptions and encouraging them to think outside the box about their career path. Individuals can discover new possibilities and paths by encouraging creativity and exploration. Also, the Reimagining element enables individuals to visualize a future aligned with their sense of purpose. Through creative exercises and visualizations, individuals can unleash their imaginations and envision a career aligned with their values. The aim of coaching in this session will be to help the participants to have a rethink of their career ambition in connection with their purpose. During the sessions, the participants (clients) are taught the meaning of career and purpose, and how the two concepts relate. Thereafter, they are taught the importance of pursuing a career that aligns with their purpose. Then, they were given time in an undistruptive environment to reimagine their career ambition in a manner that would enable them to fulfill their purpose. The following scripts can help in this sessions: "Your imagination is strong enough to determine what you finally become in life"; "look beyond where you are now"; "Now raise the eyes of your heart and look from the place where you are, imagine you discovering and fulfilling your divine mandate through your career"; "Imagine yourself being satisfied in life because you chose the right career"; "What are you seeing in your career?"; "What is the limit you would like to reach in your career?"; "What is the reason you were created?"; "What are your potentials?" These short scripts and others created mental pictures which the clients pondered upon until certain understandings came upon them regarding their career. Also, different scenarios were created to enhance the reimagining process. At the end of the sessions, the clients were able to create a new image or mental picture of their career. Furthermore, the clients were taught to create career prospects based on their imaginations. In this phase, the reimagining process helped the clients to rethink their chances of being able to fulfill their purpose and at the same time make good success in their career. This was something they did not understand before coming for counselling. Before the commencement of the

coaching process, they expressed their confusion and disappointment about life because their thoughts about career was narrowed to the limited knowledge they had. But the reimagining process opened their understanding and expanded their career imaginations and expectations. In their post intervention interview, the clients expressed their desire to pursue a career that aligns with their purpose. Hence, they created their career prospects based on their imaginations, and this helped them to make career decisions. This process agrees with Westacott (2022)'s assertion that reimagining process should be integrated into career education. This means, individuals whose purpose aligned with a certain career will have to reimagine their career to foresee possibilities that lie ahead. In this respect, Hill et al. (2020) asserts the need to re-envision teacher education. Also, the process supports Gothelf (2020) who asserted that to be employable is all about reinventing self, and that reinventing keeps one on the right career paths.

### **Spiritualizing; Part I**

In week two, session three, the emphasis is on the use of spiritualizing technique. It is possible for career coaches to help individuals connect with their inner selves and their beliefs in order to spiritualize the process. The spiritual connection they have can provide them with guidance, clarity, and motivation as they navigate their career journey as they learn about their sense of purpose and values. In this element, individuals are able to explore their relationship with a higher power or their own internal guidance system and acknowledge the importance of spirituality in career decision-making and development. Meditation, prayer, and mindfulness can help individuals gain a deeper understanding of their purpose and align their career choices with their spiritual values by incorporating spiritual practices such as these. In this session, the participants are taught that the choice of a purpose-based career progresses with determination to spiritualize the career process. This mean that career is not to be seen as a natural matter only, but as both spiritual and natural, so that an individual can exercise spiritual processes such as prayer, faith, hope, love, righteousness, and justice. This script helped to moderate the sessions: "But a natural man does not understand the things of the Spirit of God, for they are foolishness to him; and he cannot understand them, because they are spiritually examined". The explanation is that a typical natural person may think that spiritualizing a career is foolishness; and that he may not bother applying any spiritual principle in his career choice, development, and practice. It should be added that any man that sees career from a natural point of view only may not be able to understand God's viewpoint of career. Therefore, individuals that go into different careers should find out what the purpose of God is for them. They should find out what God intends to achieve in their careers and how they can please God in those careers, and positively impact humanity.

Furthermore, strong emphasis should be laid that since career is both spiritual and natural, the participants need to understand prayer, faith, hope, love, righteousness, and justice dimensions of their career to enhance their purpose-based careers. For instance, the participants will be taught that prayer is meant to prepare their mind to understand the will of God and to give them direction concerning their career; while Faith is meant to help them to please God in their career and walk in obedience to God's words. Likewise, Hope is meant to give them expectation of career fulfillment, while Love is meant to enable them to serve God and man effectively. At the same time, righteousness is meant to help them do what is right, and shorn evil in their career. Also, justice is meant to enable them to give fair and unbiased judgments to all in their career journey.

Another strong emphasis in this session should be the need for the participants to maintain a sound relationship with God – their Creator. Therefore, all the participants should be taught how to be in a relationship with their Creator. Also, another important aspect of spiritualization is enhancing the ability of the participants to

hear, understand and obey God's word. It should be established that God speaks to people through various ways like His written words, still/audible voice, heart impression, experience, prophetic words, dreams, visions, events of life or any other means. To this end, the participants will be helped to give themselves continuously to prayers and word of God to enhance their ability to hear, understand, and obey the voice of God.

## **Spiritualizing; Part II**

In week two, session four, a deeper understanding of purpose-based career is fostered using the spiritualizing technique. A spiritual activity that contributes to spiritual growth and connection will be explored in this session. The coach will explore the significance of prayers, reading the word of God, and meditation, providing opportunity for personal sharing and reflection. In addition, the coach will find out if the participants have had prophetic experiences spiritual encounters that might be connected to their purpose and career. A spiritual activity that contributes to spiritual growth and connection will be explored in this session. They will explore the significance of prayers, reading the word of God, and meditation, providing opportunity for personal sharing and reflection. In addition, the coach will discuss supernatural experiences and previous spiritual encounters the participants may share. The activities are discussed as follows prayer, reading God's word (e.g. Bible), meditation, sharing of visions and dreams, and sharing of past spiritual encounters. Prayer connects us with our Higher Power and allows us to communicate, contemplate, and reflect. During this session, participants will be given opportunities to engage in their own prayers as the coach will direct. The Bible is a treasure trove of spiritual wisdom. It provides guidance, inspiration, and allows us to understand our relationship with God more deeply. The coach will encourage participants to share their observations, interpretations, and personal revelations gained from studying scripture in this session. Meditation is a practice that helps calm and focus the mind, facilitating a deeper connection with the Divine. As part of this session, participants will be asked to meditate on the word of God that relates to purpose and career development. As powerful windows into the spiritual realm, dreams and visions provide insights and guidance. In this session, participants will have the opportunity to share their dreams and visions, as well as any messages or symbolism they have received. As a result of this sharing, mutual support and encouragement will be provided. It is valuable to reflect on past spiritual encounters in order to gain valuable insights. This session encourages participants to share any memorable spiritual experiences they have had, such as encounters with angels, dreams, visions, healings, or prophetic experiences. The coach and the participants will reflect on the significance of the experiences. The following Biblical passages should be read, alongside with other related passages: The Lord says, "I will guide you along the best pathway for your life. I will advise you and watch over you. Do not be like a senseless horse or mule that needs a bit and bridle to keep it under control" (Psalm 32:8-9, New Living Translation). Trust in the LORD with all your heart and lean not on your own understanding; in all your ways acknowledge Him, and He will make your paths straight (Proverbs 3:6).

Furthermore, the coach will teach participants the following spiritual principles to guide their career discovery – value clarification, setting one's priorities right, maintaining the right motive, and the "do not love the world" principle. In value clarification, the coach ensures that the participants cultivate the right spiritual career-related values. As part of this process, participants will be aided in identifying and prioritizing the values that matter to them, such as integrity, compassion, and excellence. As a result, participants will make decisions aligned

with their spiritual beliefs when they align their values with their career aspirations. In setting one's priorities right, emphasis should be laid on setting individual priorities right. This involves helping the participants identify their top priorities and ensuring that their career choices align with them. The participants will be able to make a more meaningful impact in their career and derive greater satisfaction and fulfillment from it through prioritizing their spiritual well-being. In maintaining the right motive, the participants should be informed and taught the importance of maintaining the right motive towards their career journey. The coach should emphasize the importance of having a purpose-driven mindset rather than solely focusing on material success or external validation. The participants should be guided in aligning their career choices with their spiritual values and higher purpose. In the "do not love the world" principle, the participants should be discouraged from being motivated by the worldly values and passions and that they should be driven by spiritual values. The coach should emphasize the importance of not being swayed by external pressures or temptations and remaining committed to their spiritual beliefs and principles. The participants will be able to make choices that align with their deepest desires and aspirations by focusing on spiritual values. The participants will be better equipped to embark on a career journey that aligns with their spiritual values and purpose by incorporating these principles into the coaching process. This assertion agrees with previous another author that asserted that spirituality influences career purpose, sense-making, and coherence (Lips-Wiersma, 2002). Also, this illustration is in support of the assertion that career choice and development are influenced by religious and spiritual systems (Park, 2012). Also, as reported by Duffy (2006) spirituality predicts career decision self-efficacy positively and significantly. This means people who are spiritually inclined might be self-efficacious when it comes to career decision making, planning and development. Still on Duffy's report, there are some people who viewed their careers as vocation or calling.

### **Self-discovery; Part I**

In week three, session five, emphasis is placed on the use of self-discovery technique. Self-discovery is a critical aspect of the psycho-spiritual approach to purpose-based career coaching. This approach helps individuals understand their own interests, skills, values, and strengths, enabling them to identify areas where they can make a positive impact. Individuals can make informed decisions about their career paths by exploring their own passions and talents. Career coaches can support this process by providing tools and assessments to facilitate self-discovery. The following were the specific focuses of this session- understanding self-discovery, the role of career coaches, and tools and assessments for self-discovery. Self-discovery involves the process of introspection and self-reflection that enables individuals to uncover their authentic selves. It is the process of gaining a deep understanding of one's own motivations, desires, and aspirations. Through self-discovery, individuals can identify their unique strengths, talents, and values, which can provide valuable insights into their purpose and potential career paths. Furthermore, career coaches play a crucial role in supporting individuals in their self-discovery journey. They provide guidance and assistance in exploring their own interests, skills, values, and strengths. Career coaches help individuals uncover their true selves by asking thought-provoking questions and providing a safe environment. Also, career coaches offer tools and assessments that can help individuals gain a deeper understanding of their personality traits, career interests, and career values. There are several tools and assessments that career coaches can use to help individuals in their self-discovery process. These tools and assessments vary in terms of their purpose, but they generally aim to facilitate self-awareness and self-discovery. Some commonly used tools and assessments techniques include career interest inventory, strengths finder assessment, values assessment, skills assessment, personality inventory and calling inventory. Career interest inventory as an

assessment tool helps individuals identify their top career interests and explore career options that align with their passions and values. The strengths finder assessment helps individuals discover their innate strengths, enabling them to identify areas where they can excel and make a meaningful impact. Values assessment helps individuals understand their core values and priorities, enabling them to align their career choices with their deepest values. Skills assessment helps individuals identify their skills and competencies, enabling them to explore career paths that leverage their strengths. Personality inventory is an assessment tool that helps the participants to understand their personality types. Calling inventory is another assessment tool that enables individuals to understand their calling. Career coaches can provide individuals with valuable insights into their interests and strengths, allowing them to make informed decisions about their career paths by using these tools and assessments techniques.

## **Self-discovery; Part II**

In week three, session six, emphasis is on the second phase of self-discovery which is a critical aspect of the psycho-spiritual approach to purpose-based career coaching. During this phase, the coach assists the participants in interpreting and discussing the assessment outcomes they have received. This process involves helping the participants gain a deeper understanding of themselves based on their assessment scores. The coach helps the participants uncover hidden patterns, strengths, and areas for growth, enabling them to make informed decisions about their career paths by examining their assessments. This will involve interpretation of assessment outcome, discussion of assessment outcome, and practical application. During the interpretation phase of the self-discovery process, the coach helps the participants interpret their assessment scores. This involves analyzing and explaining the meaning behind each score, using specialized tools and knowledge. The coach may draw from various assessment instruments, such as a personality test, a strengths assessment, or an aptitude assessment, depending on the specific goal of the session. The coach empowers them to gain insights into their unique qualities, preferences, and areas for improvement by providing a comprehensive interpretation of each participant's assessment outcome. This understanding helps the participants identify their strengths, weaknesses, and areas for development, enabling them to make informed decisions about their career paths. In addition to the interpretation, the coach facilitates a discussion with the participants about their assessment outcome. This discussion serves as a platform for participants to express their thoughts, emotions, and concerns related to their assessment results. The coach encourages open dialogue, allowing participants to ask any questions or express any doubts or uncertainties they may have. The coach helps the participants validate their assessment outcomes and gain a deeper sense of self-awareness by engaging in a meaningful discussion. This discussion process often uncovers patterns, challenges, and opportunities that were previously hidden or overlooked. It serves as a catalyst for self-reflection and introspection, guiding the participants towards self-discovery and personal growth.

Throughout the interpretation and discussion phase, the coach ensures that the participants receive practical guidance on how to apply their assessment outcomes to their career decisions. The coach emphasizes the importance of understanding oneself in the context of one's career goals and aspirations. The coach helps the participants leverage their strengths and make informed choices about their career pathways by providing practical insights and suggestions. Furthermore, the coach fosters the understanding of true self by discussing the following questions with the participants: (1) Who am I? - This question helps individuals explore their identity and uncover their unique qualities, values, and skills. (2) Where am I from? - By reflecting on their background, cultural heritage, and upbringing, participants can gain a deeper understanding of their source and roots. (3) Why am I here? - This question encourages participants to reflect on their purpose and reason behind being on this earth. It

helps them identify their life's mission and values. (4) What can I do? - This question focuses on identifying and appreciating one's skills and abilities. It encourages individuals to explore their potential and find opportunities for growth. (5) Where am I going? - This question prompts individuals to consider their future aspirations and long-term goals. It helps them set meaningful goals and align their actions with their purpose in life. During the session, participants will learn about the significance of these questions through the guidance of the coach. They are encouraged to think deeply and introspectively about each question and write out their responses in a coaching workbook. This homework assignment will allow the participants to further reflect on their self-discovery process and solidify their learning. This element supports previous study that postulated that self-knowledge promotes awareness of early career choice (Geida, 2019). Also, regarding the element support, (Mubiana, 2010) asserts that self-knowledge may enhance career decision-making. Though self-discovery has not been researched by many career researchers, in this article, self-discovery covers self-knowledge and self-awareness.

### **Career-exploration; Part I**

In week four, session seven, the focus is on the use of career exploration technique. Career exploration is a critical step in the psycho-spiritual approach to finding purpose-based careers. It is a process that involves researching various career paths, attending networking events, and conducting informational interviews. Career coaches play a vital role in supporting individuals in this process by helping them develop effective exploration strategies. Career exploration is essential for individuals seeking meaningful and fulfilling careers. Individuals can gain insights into the types of roles, industries, and work environments that align with their values, interests, and skills by exploring different career paths. This exploration process allows them to make informed decisions about their future career prospects. Some strategies for career exploration includes researching, networking, information interviews, career coach support, and self-reflection and self-assessment. Conducting thorough research on different career paths is essential. This involves exploring various industries, reading industry reports, and talking to professionals working in various fields. Networking is a powerful strategy for career exploration. attending networking events, such as job fairs, industry conferences, and workshops, allows individuals to connect with professionals and gain insights into different career paths. Conducting informational interviews is a valuable way to gather information about specific careers. It allows individuals to ask experienced professionals about their work, career path, and challenges they may encounter. Career coaches can provide guidance and support throughout the career exploration process. They can help individuals develop effective exploration strategies, such as creating a target list of potential employers or attending relevant conferences or workshops. Career exploration is also a personal journey of self-reflection and self-assessment. It involves identifying your passions, values, and skills, and considering how they align with potential career paths.

### **Career-exploration; Part II**

In week four, session eight, career exploration technique is further use to increase clients' understanding of purpose-based career. The career exploration session aimed to provide participants with a comprehensive understanding of different career paths, the associated job functions, industries, fields, benefits, hazards, roles, professionalism, interests, goals, aspirations, and prospects. The session aimed to expose the clients to a wide range of career options that may align with their purpose and aspirations. The session highlights key issues such as job functions, industries and fields, benefits and hazards, roles and professionalism, interests, goals and aspirations, and prospects. During the career exploration session, the participants gained insights into the various

job functions available in various fields and industries. They learned about the responsibilities of each role and the skills required to be successful in each area. This knowledge helped the participants identify which career options align with their strengths and interests. The career exploration session provided participants with an overview of the various industries and fields available. They learned about the current market trends, growth potential, and job outlook. This exposure helped the participants identify industries that align with their passion and long-term goals. The career exploration session also shed light on the benefits and hazards associated with different career paths. The participants learned about the rewards, such as salary, job security, and opportunities for advancement, as well as the potential risks and challenges. This knowledge enabled the participants to make an informed decision about which career option to pursue. The participants also explored the importance of roles and professionalism in various career options. They learned about the significance of effective communication, teamwork, ethical standards, and lifelong learning. This understanding helped them develop the necessary qualities and attributes to excel in their chosen career paths. The career exploration session encouraged participants to reflect on their interests, goals, and aspirations. They identified their passions, values, and purpose, and used this information to explore career options that align with their vision. This self-reflection helped the participants gain clarity on their career goals and make informed decisions about their future. Furthermore, the career exploration session provided participants with information on future prospects and opportunities for growth within their chosen career paths. They learned about industry trends, emerging trends, and professional development strategies. This information empowered the participants to make informed decisions and prepared them to navigate their career journey successfully. Overall, the purpose of the career exploration session was to expose the clients to a diverse range of career options that would align with their purpose, interests, and goals. The participants were able to make informed decisions about their future career directions through gaining a deeper understanding of different career paths, job functions, industries, roles, professionalism, and prospects. It is important to note that career exploration relates to career support (Kleine et al., 2021) and that career exploration process influence career-to-work outcomes (Jiang et al., 2019). Also, career exploration acted had a mediating influence on career choice (Yusran et al., 2021). Moreover, the ability to make career decisions over time will likely increase for individuals who engage in more career exploration activities (Zhao et al., 2022). Hence, it should be mandatory for a career coaching program to prioritize career-exploration.

### **Identification of purpose**

In week five, session nine, attention is given to the identification of purpose. The identification of purpose is a crucial stage in the psycho-spiritual approach to purpose-based career coaching. During this stage, participants are assisted in the process of discovering their purpose in life. The purpose of this stage is to equip individuals with the necessary knowledge and tools to understand and define their purpose. Here, focus is on understanding purpose, identifying purpose, and contemplating questions. Before delving into the identification of purpose, it is important to first remind the participants to reinstate their understanding of what purpose means. Purpose refers to the underlying reason or motive that drives an individual's actions, choices, and decisions. It is the inherent and inherent drive or passion that drives individuals towards meaningful endeavors and fulfillment (Lindstrom et al., 2013). The identification of purpose involves a series of teachings that help individuals better understand their purpose. These teachings cover various aspects of purpose which have been discussed earlier in this coaching guide, including understanding your spiritual values, reflecting on past experiences, engaging in self-discovery, exploring personal strengths and talents, and connecting with higher purpose. The coach would lead the



participants to ponder on/answer the contemplating questions such as "What is my purpose beyond my individual life?"; "What is my contribution to the world?"; "What is that news or event that usually get my attention and affect my countenance?"; "If I am given chance to do just one thing in my lifetime, what would that one thing be?"; "What can I do and be satisfied even without much pay and prestige?"; "What problem bothers me, and make me look for solution badly?"; "Is there anything in life or in the society that bothers you deeply, and you feel like doing anything possible to change it?"; "What kind of situation would you like to change if given opportunity?" The identification of purpose is an essential step in the process of finding meaningful and fulfilling careers. Purpose-based career coaching provides a solid foundation for personal and professional growth by guiding individuals through the process of understanding their purpose and helping them uncover its underlying elements. In view of this, there is underlying belief that individual's career planning can be improved through the purpose identification (Ficanysha & Iswari, 2022). That means the identifying process should be the core of career coaching.

### **Matching of Purpose with Careers**

In week five, session ten, the goal relates to matching of purpose with careers. This session aimed to assist participants in aligning their identified purpose with suitable career options. Participants gained valuable insights into how their purpose can be incorporated into their professional lives by exploring various career options. During the session, participants reviewed their self-assessment exercises and knowledge gained from previous sessions to serve as the foundation for matching their purpose with career options and choose the most suitable option. Participants were encouraged to brainstorm and reflect on how their purpose could be integrated into different career options. They were guided through exercises that helped them identify transferable skills and explore how their purpose could be expressed through their work. Participants gained clarity on their unique value proposition and the specific roles or industries that align with their purpose by considering the intersection of their purpose and career aspirations. As part of the session, participants engaged in interactive activities and group discussions to further enhance their understanding of the purpose-career connection. These activities allowed participants to share their experiences, challenges, and insights, fostering a supportive and collaborative learning environment. For the right career decision to be made, the coach will need to finalize the matching process by analyzing, interpreting and explaining how various sections of the participant' data relate with certain career options. Also, the coach will explain suitable career, education, work, jobs, and other career developmental tasks the participants would undertake. At the end of the session, participants had gained a deeper understanding of their purpose and the specific career options that are compatible with it. Armed with this knowledge, participants were empowered to make informed choices about their professional journeys and embark on a path that aligns with their deepest values and aspirations. Overall, this session provided participants with the necessary tools and guidance to make informed decisions about their career options.

Generally, it was observed that the participants had the confidence to make their own career choices. They also express understanding of the necessary steps and plans they would have to follow to embark on their purpose-based careers (Ficanysha & Iswari, 2022; Menges, 2016; Ramirez et al., 2022). The clients acknowledged that they were able to select suitable career after matching their purpose with various career options. For instance, individuals with education/human service-oriented purpose would like to function as teachers, counsellors, academics, educational administrators, curriculum planners, education leaders, and librarians. They may have passion to upgrade the standard teaching and learning in their society. Likewise, individuals who seemed to have

media-oriented purpose may desire to specialize in communication art, broadcasting, digital marketing, advertising, creative writing, public speaking, photography, journalism, information and communication technology, computer science, computer networking, and newscasting. Their strong passion may be to establish improve media system either by inventing new technologies or by generating innovative theories and practice. Furthermore, individuals who perceived their purpose to be economy/business-oriented may consider career options in economy, finance, banking, commerce, industries, businesses, and entrepreneurship. They may have passion for wealth creation and poverty reduction. In the same vein, those who fit into family-oriented purpose may have a growing desire to foster promote vital family life and godly marriage. Their career may fall in family counselling, sociology, anthropology, social work, nursing, medicine, family therapy, home management, welfare, and human wellbeing. Also, people who perceived their purpose to be related to arts and entertainment may prefer career options in film production, theatre arts, music, graphic design, photography, fine arts, industrial arts, drawing, music, dancing, writing, acting, designing, visual art, arts organizations, orchestras, museums, galleries, hospitality management, people, and cultures. Their passion may be to promote certain cultures and values.

Most likely, individuals with government/politics-oriented purpose may be interested in career options that connote governance, civil leadership, politics, public administration, history, international relations, rural development, social studies, law, legislatures, elections, and human rights. They may have good skills and passion in leading the affairs of the nation. On the other hand, people who seem to have religion-oriented purpose would like to promote spirituality, morality, religious values, discipline, true worship, Lordship, and eternity. They may prefer taking up careers in theoretical, religious studies, philosophy, pastoral counselling, and spirituality education, among others. Moreover, people that perceived their purpose to fit into agriculture may be passionate about plant and animal production, management and preservation, and farmer education. They may prefer career options in farming, planting, animal husbandry, gardening, processing, food science and technology, pestering, rural development, farm mechanization, production, farm commercialization, agricultural extension, agricultural business, and wine making.

Still, individuals who seem to have health/sports/recreation-oriented purpose may have the passion and to promote human and animal wellbeing, soundness, wholeness, and fitness. As a result, they may prefer to take up careers related to sport, physical education, health education, medicine, public health, human kinetics, surgery, nursing, pharmacy, mental health therapy, spiritual therapy, psychology, hospital management, patient education and management, clinical systems, rehabilitation, radiography, non-traditional health practices (acupuncture, chiropractor, massage therapy, etc.), traditional health practices, and caregiving. Likewise, individuals with environment/science/technology-oriented purpose may prefer careers in engineering, computer, technology, sciences, urbanization, construction, digitalization, surveying, planning, designing, manufacturing, mining, environmental management, architecture, roboticism, aviation, industrial designs, and transportation. Lastly, individuals with law enforcement/defence-oriented purpose are responsible for maintaining law, security, order and peace in society. Their preferred career options may include Armed Forces (Army, Air force, Navy), police force, civil defence, security service, immigration service, custom service, road safety, drug law enforcement service, judiciary service, court service, bureaucracies, and legislature. No wonder a study pointed out that many individuals expect their career to provide meaning to their lives (Ward & King, 2017). In such cases, individuals would name their purpose based on careers that they believed fit into it. It is therefore better to explain career and purpose constructs by combining the preferred career with a purpose (Dobrow et al., 2023). Thus, the easiest way to identify one's career path is to first identify their purpose and search for suitable careers. As observed by Kosine

et al. (2008), the world of work has become much more complex, with many emerging careers. Identifying a line of career and a purpose for working is essential for individuals to maintain a fulfilled life. Thus, each career should be linked to a specific purpose in life.

## **Realization and Integration**

Week six, session eleven focuses on use of realization and integration techniques. The final step in the psycho-spiritual approach to purpose-based career coaching is realization and integration. In this stage, individuals are guided to integrate their purpose into their work by setting goals, creating action plans, and establishing support systems. Here, individuals clarify their vision and intention for integrating their purpose into their career by setting goals. These goals serve as milestones and guideposts, providing a sense of direction and purpose. They allow individuals to track their progress and measure the impact of their efforts. Action plans are another important component of realization and integration. These plans outline the specific steps individuals need to take to bring their purpose to life in their career. They may include specific tasks, projects, or actions that can be executed in the present. Action plans are designed to be actionable, achievable, and aligned with the individual's purpose and values.

Support systems are invaluable during this stage. They help individuals navigate the challenges, overcome obstacles, and cultivate a meaningful and fulfilling career that aligns with their purpose. Career coaches can provide ongoing support and accountability, ensuring that individuals stay on track and remain focused. They may also offer opportunities for support and resources, such as mentors, support groups, and coaching, to assist the participants in navigating their challenges, overcoming obstacles, and leveraging their strengths (Lindstrom et al., 2013). In today's fast-paced and demanding world, the integrating purpose into daily life and career requires conscious effort and dedication. It involves aligning our actions, decisions, and choices with our values, passions, and goals. By doing so, individuals can create a meaningful and fulfilling life that not only brings them satisfaction but also positively impacts the world around them.

To navigate challenges, overcome obstacles, and cultivate a meaningful career, individuals require support and resources. These can include mentors, support groups, and coaching. Mentors can provide guidance, advice, and support throughout the integration process. They can offer valuable insights, share personal experiences, and offer encouragement along the way. Joining support groups allows individuals to connect with like-minded individuals who have also embarked on the journey of integrating purpose into their lives. Sharing experiences and challenges with others can provide a sense of community and support. Professional coaching can help individuals identify their strengths, passions, and goals. Coaches can provide customized strategies, action plans, and accountability to help individuals make progress toward realizing their purpose. When individuals successfully integrate their purpose into their daily lives and careers, they experience a range of benefits, including increased job satisfaction, enhanced productivity, increased motivation, a sense of purpose and fulfillment, a positive impact on others, and a healthier work-life balance.

## **Summary and Posttest Assessment**

In week six, session twelve, the focus is on summary and posttest assessment. In this final session of the psycho-spiritual approach to purpose-based career coaching, the agenda includes a summary of the previous sessions, feedback from the participants, and posttest assessment. The Purpose Identification Questionnaire (PIQ)

and the Career Decision-Making Scale (CDMS) are used to gather posttest scores from the participants before the coaching process closes. Additionally, follow-up plans are discussed by the coaches. The purpose of summarizing the previous sessions is to review the key points covered and the progress made by the participants throughout the duration of the coaching process. Participants can gain insights into the development of their understanding of their purpose and the significance of aligning their career choices with their purpose through revisiting the discussions and exercises conducted during previous sessions. Feedback from the participants plays a crucial role in assessing the effectiveness of the coaching program. It provides an opportunity for participants to share their thoughts, experiences, and challenges encountered during the coaching journey. Through feedback, coaches can identify areas for improvement and make adjustments to the coaching approach if necessary. The posttest assessment is conducted to measure the impact of coaching on the participants' career decision-making abilities and their understanding of their purpose. The Purpose Identification Questionnaire (PIQ) and the Career Decision-Making Scale (CDMS) are utilized to gather posttest scores, providing a comprehensive assessment of the participants' progress. However, other assessment tools with similar assessment goals can be used. The follow-up plans discussed in this session are designed to support the participants beyond the coaching process. These plans may include setting goals, developing action plans, and establishing accountability measures to ensure the participants stay on track and remain committed to their purpose-driven career journey.

## Conclusions

This article offers a structured psycho-spiritual approach to purpose-based career coaching guide for practitioners. This approach empowers individuals to discover and live their God-given purpose by integrating spirituality and psychological measures of career development. The article presents a twelve-session purpose-based career coaching intervention which is designed to be completed over a period of six weeks, providing individuals with a comprehensive and transformative experience. The core beliefs underlying purpose-based coaching and the objectives associated with purpose-based career coaching can guide practitioners when coaching individuals towards achieving their purpose-driven career goals. Given that this approach aims to harness the transformative power of spirituality and combine it with psychological measures of career development, it can be used by practitioners to empower individuals to embark on a purposeful journey towards self-discovery and embodiment of their God-given purpose.

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