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EXECUTIVE  
COACH

# COACHING CASE STUDY



## Challenges

- **Senior Manager**
- **Imposter syndrome**
- **Managing Anxiety**

## Introduction

In the fast-paced world of modern corporate life, senior managers often find themselves struggling to balance the demands of their roles while dealing with personal challenges.

This case study highlights the inspiring journey of Emily, a senior manager who turned her debilitating work anxiety into a stepping stone for career growth.

Her transformation was marked by a shift from internal struggles to external focus, enhancing relationships, and addressing her blind spots.

## Coaching Programme

3 month programme of 6 x 90 minute sessions

- Confidential space to talk
- Identifying strengths
- Tackling blindspots

### **The Initial Struggle:**

Emily (name changed) had been with the company for over a decade and had steadily climbed the corporate ladder in Tech. However, as she reached the senior manager level, the pressure and responsibilities grew exponentially, triggering severe work-related anxiety. She began to doubt her abilities and questioned her suitability for the role. Anxiety had become her constant companion, threatening to overshadow her otherwise promising career.

### **The Turning Point: Anxiety as a Friend:**

Through coaching, Emily understood that her anxiety masked her ability and her brilliance. She decided to confront her anxiety and work with it rather than continue to battle it. She realized that her anxiety was a signal, a friend rather than an enemy. It highlighted areas where she needed improvement and directed her focus towards personal and professional growth.

### **Shifting Focus from Inward to Outward:**

Emily's first step was to shift her focus outward. Instead of obsessing about her internal doubts, she looked for ways to improve her interactions with colleagues, superiors, and subordinates. She recognized that success in her role depended on her ability to build and nurture relationships. She sought feedback from colleagues and mentors to gain insights into her leadership style and communication.

### **Developing Relationships:**

Emily decided to take a proactive approach to relationship-building. She initiated conversations with colleagues, increased her visibility in the office, and made an effort to understand her team members better.

By forging genuine connections, she created a supportive network that not only helped her feel less isolated but also provided valuable insights into the company's dynamics.

### **Addressing Blind Spots:**

Emily acknowledged that she had some blind spots in her leadership style. She sought to address these by enrolling in management courses and leadership development programs. By improving her skills and knowledge, she was better equipped to lead her team effectively and inspire confidence in her superiors.

## **Results and Promotion:**

As Emily continued to work on her anxiety, relationships, and blind spots, her performance at work improved significantly. Her team noticed her commitment to personal and professional development, and her superiors recognised the positive changes she had made. In a surprising turn of events, Emily was not only promoted but also assigned to a leadership role in a critical project.

## **Conclusion:**

Emily's journey from crippling work anxiety to promotion is a testament to the transformative power of shifting focus from internal struggles to external growth. Instead of letting anxiety hinder her, she used it as a friend to identify areas of improvement.

By emphasizing relationships and addressing her blind spots, she not only rescued her career but also achieved a higher level of professional success.

Her story serves as an inspiration for those facing similar challenges in their careers, demonstrating that with the right mindset and actions, growth and promotion are firmly within reach.

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To experience coaching, book a session with me:

<https://go.oncehub.com/MaureenAdams45min>

Or call 07423 311055 for more information.