

RETURN: A Coaching Guide for Late-Career Reentry & Growth

Better Self Breakthrough | Coach Charmaine Ashby

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This guide is for professionals reentering the workforce or redefining what leadership looks like in their next chapter. You're not starting over—you're showing up differently, with wisdom, presence, and a story worth listening to.

The RETURN Framework

R – Reclaim your confidence by naming what you've built.

E – Evaluate what still matters and what you've outgrown.

T – Tailor your voice and vision to reflect where you're headed—not just where you've been.

U – Uncover the opportunities that need your depth and insight.

R – Refresh your goals with a focus on alignment, not approval.

N – Navigate growth with strategy, not strain.

Coaching Reflection Questions

- What's changed in me that makes this season different? Better?
- How do I want to use my voice, presence, and experience now?
- Where am I playing small out of habit or doubt?
- What would it look like to lead with ease instead of urgency?

You don't have to force your way back in. You just need to walk in with the clarity you've already earned.

Visit www.charmaineashby.com or text 215-380-4870 to begin your coaching journey.