

Time-Zones

When applying the Zones of Impact model to guidance it can be helpful to think about where you and the client are focusing your attention: the past, the present or the future. Whilst a good guidance discussion does not need to have an equal balance of all three time frames, it can be dangerous to ignore one of them altogether.

A brief description of the Zones model can be downloaded from
<http://careersintheory.files.wordpress.com/2009/11/zonesofimpactinguidance.pdf>

	Present	Past	Future
Knowledge	<ul style="list-style-type: none"> • What helpful information do they already have? • What information do they not have yet? • What information do they have but are not using? 	<ul style="list-style-type: none"> • What information have they focused on in the past? • What information has been useful in the past? • What information from the past is relevant/outdated? 	<ul style="list-style-type: none"> • What information do they need to acquire? • At what point will that information be useful? • What information about the future will be hard to get?
Process	<ul style="list-style-type: none"> • How are they trying to achieve their aims now? • What's working and what's not working? • What techniques are most useful right now? 	<ul style="list-style-type: none"> • How have they achieved things in the past? • Are the past methods still appropriate/transferrable? • What past actions can be repeated/undone? 	<ul style="list-style-type: none"> • What methods are most suitable for future goals? • Are they equipped to take those actions? • How will they acquire necessary skills?
Meaning	<ul style="list-style-type: none"> • How are they interpreting their current situation? • Is it the most helpful way of interpreting things? • What are they attaching significance to? 	<ul style="list-style-type: none"> • How have they interpreted events in the past? • Has their interpretation changed? • Would a reinterpretation of past events improve things? 	<ul style="list-style-type: none"> • What will make their future achievements meaningful? • Are their expectations for the future too high or too low? • Can equivalent value be found in alternative plans?
Identity	<ul style="list-style-type: none"> • How do they describe and evaluate themselves now? • What aspects of self-image are helping or hindering? • What self-awareness blind spots do they seem to have? 	<ul style="list-style-type: none"> • How much has their sense of identity changed over time? • What experiences have led to self-revelation in the past? • Have they had opportunities to develop a clear identity? 	<ul style="list-style-type: none"> • How would they like to be different in the future? • What changes in self-image will future options entail? • How can they acquire greater self-knowledge?