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CoachingHer: Coaching for Empowerment and Success

Training course for mothers

Guide for Coaches

Lesson 8

Decision-making and problem-solving skills

The CoachingHer project is based on the realization that many women, especially working mothers or job seekers, are faced with the difficult decision of reconciling work and each other. In many cases, the lack of adequate social policies and the persistence of traditional cultural norms limit women's career opportunities, forcing them to abandon their professional ambitions or reduce their professional commitment.

Our goal is to create an environment where women can continue to work and pursue their ambitions without having to choose between career and family. The project focuses on two European countries, Italy and Germany, with different socio-economic and cultural contexts, but facing similar challenges regarding the role of women in the labour market and society.

In a context where women face numerous barriers to accessing positions of power and responsibility, CoachingHer offers a concrete solution; participants will be able to develop leadership, time management and multitasking skills that are crucial for successfully coping with the challenges of work and family.

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1. Presentation of the topic "Decision-making and problem-solving skills" (10 min)

- Goal: The participants should understand the view of problems from a rational, emotional and creative point of view. They must be open to change and can act on their own responsibility. The participants find creative solutions to their challenges. They develop healthy stress management and realistic self-criticism.

2. Introduction: What does "decision-making and problem-solving skills" mean to you? (20 min)

- Group discussion or Mentimeter/pinboard:
 - "Why is it often difficult to make decisions?"
 - "What decisions do you make with your child/family in everyday life?"
 - "What stresses you out in your daily routine when you have to make decisions?"
- Collecting typical challenges of mothers together

3. Impulse: Basics of "decision-making and problem-solving skills" (20 min)

Lecture

| A. The "decision-making ability" | B. The "problem-solving competence" |
|--|---|
| <ul style="list-style-type: none"> • Analytical thinking • Risk assessment • Determination and responsibility | <ul style="list-style-type: none"> • Analytical thinking • Creativity and innovation • Decision-making |

4. Exercise: "How capable am I of decision-making? – Analyzing a Problem" (20 min)

- Worksheet
- Group work: Comparison/evaluation – What is easy to decide and what is not?
- Goal: To develop mindfulness for one's own decision-making

5. Break (15 min)

Gladly with a snack table and exchange in small groups.

6. Exchange: Role of Emotions & Intuition (20 min)

- Roleplaying game
- Group exchange:
 - "Which decision was particularly important in your life?"
 - "What helps you in difficult situations?"
- Collect and present results on flipchart

7. Tools & Tips (15 min)

- Train small decisions
- Get help if needed
- Don't postpone decisions forever
- Learning from experience

8. final round (10 min)

- "What do I take with me today?" (1 set from each participant)
- "What do I want to do differently in the future?"
- Optional: Invitation to the WhatsApp/Telegram group for further exchange