

• CASE STUDY •

# Wondering if you're truly on the right career path?

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Learn how Merideth Mehlberg helped W. determine what he wanted for his career, successfully change jobs, and feel supported in his journey as a leader

“After a session with Merideth, I always feel more clear and empowered. When our time is over, I feel genuinely excited to try different things – never pressure about something I have to do. That’s the best part about working with her.”

**W.**

SENIOR DIRECTOR  
OF ENGINEERING



**W** had followed a mostly linear path for much of his life and career before he started asking himself some big questions.

A computer engineer, W. came to the U.S. from China to obtain his bachelor's and master's degrees in Computer Science from top universities in the Bay Area.

Always driven to earn top grades and be the best student, he got an internship at one of the largest and most well-known tech companies – and then worked there for 15 years.

It wasn't until he approached his 15-year anniversary with the company that he began to ask himself if the career path he was on was the one he truly wanted.

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**“Like reaching any big milestone, it makes you think about life a little more,” W. said. “And then with COVID, I paused to think for even longer and asked myself some questions: ‘Is this my only job in life? Is this all I’m going to do? Is this what my whole career is going to be?’**



“Then, I started asking myself what I wanted. It’s a tough question for someone who has never contemplated that before. I knew I needed help to really figure out the answer.”

W. reached out to an executive coach that he knew and was referred to career and leadership coach Merideth Mehlberg.

He said he’d already started exploring his career options, so he needed a coach who could jump in right away.

Fortunately, Merideth was available – and armed with a tried-and-true career coaching framework that could help W. uncover answers to his big questions thoroughly and quickly.

**W. said Merideth’s vast career expertise was one of the aspects that impressed him most about her.**



Yet while the questions that led him to coaching had been answered, **he saw great value in continuing to work with Merideth.**

“There were many things going on in my new role that I wanted to have her support on,” W. said. “Acclimating into a new role is difficult, especially since I’d never done it before, and there were also lots of leadership changes in the organization as well. Plus, I’m new to the company.



**“All of those things made me want to have Merideth as my leadership coach.”**

“Of the coaches I spoke to, Merideth was the most experienced in career navigation,” W. said. “She has a robust framework that includes different exercises, and you also answer questions – often the same question – in many different ways. It allows you to compare and contrast your answers so that **the truth emerges about what you really want and what’s important to you.**”

W. worked through Merideth’s career coaching framework over the course of several sessions in a three-month timeframe. He said once their work was complete, he felt confident and comfortable with his decision to leave his company, and he ultimately accepted a new position.

W. said that since transitioning their coaching, their sessions have taken on a different form. Instead of following the framework of career coaching, they now hold **free-ranging discussions that focus on what W. needs support with in the moment.**

No matter the coaching style, W. appreciates the structure that Merideth provides inside each session.

“Merideth lets me set the agenda for our sessions so that I’m getting the support I really need,” W. said. “Sometimes I’m having a challenge that is hard to articulate;

she'll paraphrase what she's heard me say and put it into a clear problem statement so I'm sure it's what I want to work on.

"Then she lets me explore the challenge and what I want to do about it. She never takes on the work herself because she knows the answer lies within me. What she does really well is to help me clarify my thoughts, and then holds me accountable and has me nail down what I'm going to do and when I'm going to do it."

W. said one big thing that has come out of their

coaching is **the ability to recognize patterns in his behaviors, both in work and life.**

"Merideth is a very strong pattern matcher," W. said. "She helps you see the patterns in the challenges you're having, and also shares the patterns she sees across different clients. It's very valuable because I get a perspective I wouldn't otherwise have.

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**"I've seen this outside of work, too. One of the mind-blowing discoveries I've had is that how I show up at work is how I show up in my personal life. She helped me recognize that there was one cohesive theme to the different problems I was experiencing."**

The self-awareness he's gained, the space he's given himself to explore big questions, and the commitment he's made to continually assess if he's in the right place has given W. a lot more confidence in his ability to direct his career path, and his life.





**“I have more confidence in how I make decisions** – both around career decisions and how I approach problems,” W. said. “That’s been a big gain for me.”

But maybe the biggest gain has been the way that his coaching relationship with Merideth has made him feel. Not only does W. feel more clarity and empowerment after their sessions, but in general he simply feels less alone.

“Merideth makes me feel heard and less lonely about being on the leadership journey,” W. said. **“I have a partner and someone to be vulnerable with about things in the workplace.”**

W. noted that in the world of coaching Merideth definitely stands out in

many ways, but perhaps the most notable is how she champions her clients – and her commitment to helping them achieve their goals.

“The biggest thing that sets Merideth apart as a coach is that she genuinely cares about me, more so than other coaches I’ve worked with,” W. said. **“She doesn’t just care about me being effective – she also cares about me as a person.**

“Working with her gives me an advisor in my continual improvement. It’s like having a trainer – you can train by yourself but with a trainer you have more accountability, direction, and guidance to reach your goal. That’s what Merideth is for me.” ☾



To learn how Merideth can help you with your **biggest career questions**, go to [meridethmehlberg.com](https://meridethmehlberg.com).