



**Request for Proposal
Questions and Responses**

Request for Proposal: Career Coaching
Proposal Due Date: May 22, 2023

1. What are the current challenges faced by the employees that need to be addressed by the proposed career coaching?
 - a. Challenges that currently face Boston Public Health Commission employees are:
 - i. Returning to a new work environment after the COVID-19 Pandemic. This includes unhealed trauma, implementation of a telework policy, and feeling unseen.
 - ii. Unhealed trauma from racism as it relates to internal and external experiences.
 - iii. Desire to advance in their careers but unsure of how to start the process.
 - iv. Work life balance.