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# THE CAREER FOUNDATION

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Developing Human Potential

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To Whom It May Concern,

Since early 2013, our organization has benefited from the guidance and support of James T Griffin, Workplace Wellness Consultant, through monthly consultation and on-call services to our team.

The Career Foundation has 8 locations throughout the GTA and close to 100 staff operating in challenging situations, impacting their mental and physical health. For us, working with James has been a very positive journey, representing an incredibly profound impact to the almost 40% of our team who attend his monthly sessions in each of our offices.

The non-profit sector is known for the emotional challenges that impact staff in this industry, making the use of an expert in wellness and lifestyle coaching an imperative for our organization. Our decision to invest in this service was a well-researched and informed approach and we identified that in doing so we expected a high degree of results and support from our service provider. In working with James, that is exactly what we have received.

In 30 years in this sector, we have rarely seen an impact as positive and deep as James has had with our team members. To paraphrase comments from our team: *"he changed my life"* and *"he provided me with an awareness of and the guidance to achieve a healthy lifestyle"*.

If we were to describe James' services to our team in one word it would be "transformative".

It is with great pleasure that I recommend the services of James T. Griffin to other organizations. Key factors in providing such a recommendation include the incredible level of professionalism, tangible impact to our team and commitment to their cause, all of which was demonstrated in his years of service to our organization.

Please do not hesitate to contact me with any questions related to this recommendation.

Sincerely,



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