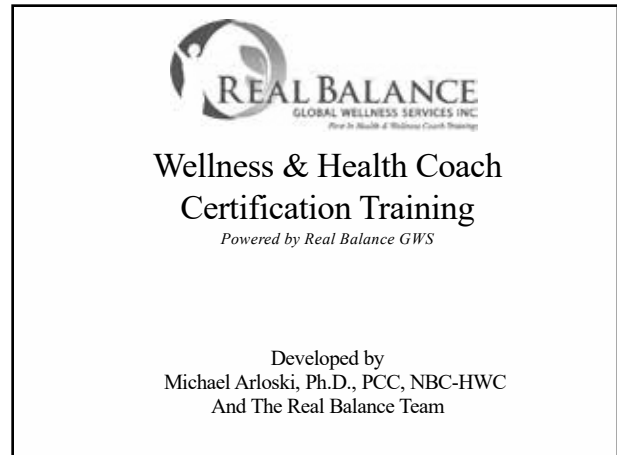
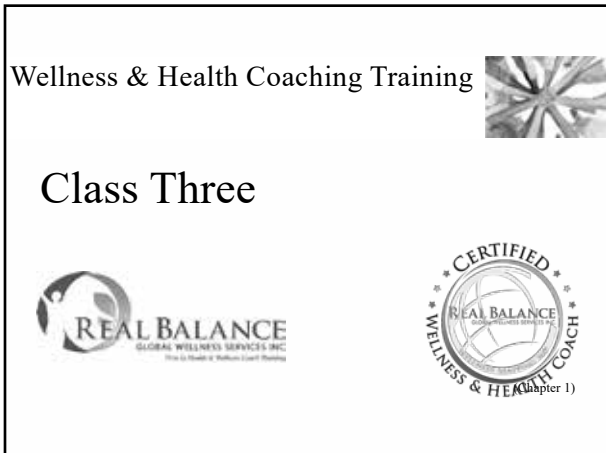




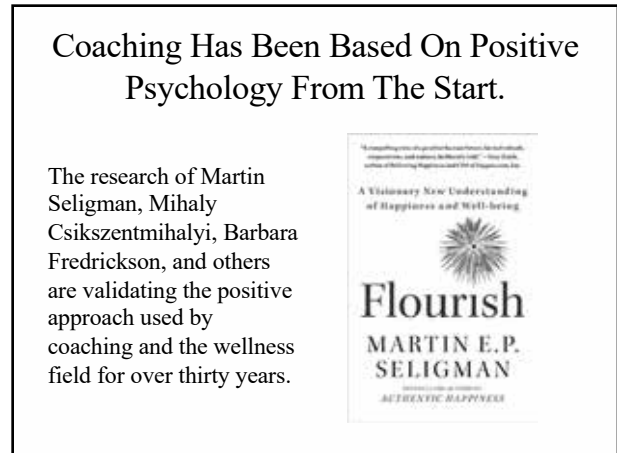
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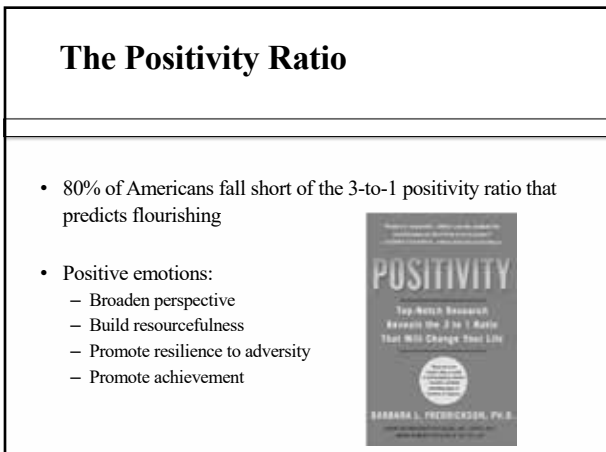
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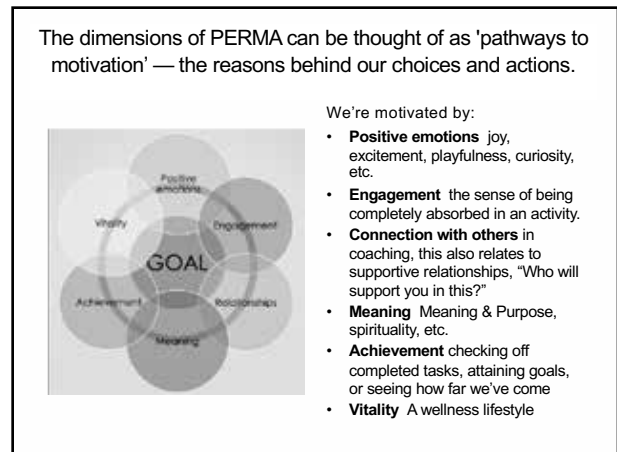
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### Types of Strengths

- Talent – Natural, Inborn
- *“We all have 7-9 different types of intelligence”*
- Skills – developed along the way
- Interests – passions, leisure activities
- Resources – sources of support, connectedness



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### The Power of Focusing on Strengths

- Opportunity to recognize & appreciate one’s strengths
- Boosts day-to-day emotions/Reduces depression
- Becomes the client’s personal & unique toolkit
- Connects to values and vision

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### Practical Application “Strength Spotting”

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**Exercise to create a sense of appreciation**


1. Connect with one strength
2. Imagine what it would be like to not have it in your life

*“For many people their strengths will go unnoticed if not pointed out.”*

Ryan Niemiec, PhD

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### Strengths Based Coaching



**Create awareness**

- Assess client strengths
- Reflect the strengths you observe in action

**Explore**


- What strength(s) is/are needed in goal setting, meeting a challenge, goal achievement, creating resiliency

**Request Application**

Strengths Based Coaching

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### Practical Applications In Coaching



**During the Check-in**

Acknowledge small successes – no matter how small  
Turn perceived failure into (learning) success


**During Exploration**

Explore the experience – highlight what’s going well  
Reflect the positive: success, satisfaction, pride, etc.  
Share an observation of a strength you notice

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### Motivation

*Why don't people do what they know they need to do for themselves?*



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## Motivation – Fear-based, or Development-based

*“Everything we do comes either out of love, or out of fear.”*

A Course In Miracles - also Gerry Jampolsky



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## Sources of Motivation

- Internal/external influences of motivation
- Internal = values, how I want to be living my life, personal to me
- External = influences – environmental, cultural, norms, family, congruence
- Professional
- Well Life Vision
- PERMA

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## Fear-Based Motivation

1. Often gets the client going! (medical emergency, news of diagnosis, the “teachable moment”)
2. Often does not last.
  - INTERNAL
  - EXTERNAL
    - Can be positive or negative



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## Fear-based: Internal & External Sourced

### Fear-based – Internal

- Avoidance of illness & death
- Family history of illness
- “Should’ s”



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## Fear-based: Internal & External Sourced

### Fear-based – External

- Medical Admonition
- Witnessing Other’s Challenges
- Health-risk Reduction



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## Development-Based Motivation

1. Love for self
2. Love for others
3. A vision of living a “well life” pulling you forward.
4. Positive Peer Health Norms
5. Intrinsic Joy- the love of doing it!



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### Intrinsic Motivation



- Fun, enjoyment, stimulation while experiencing the behavior
- A feeling of accomplishment
- The pleasure of learning
- Bonus benefits (sleeping better, calmer, more energy)
- Inquire about your client's activities. Have them recall what they enjoyed about it?

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### The Lasting Motivation of a Well Life Vision



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### What Motivates You To Be Well?



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### Ambivalence

- A client may “know” that they “should” change, but have very mixed feelings and beliefs about it.
- “People tend to over-estimate the costs and under-estimate the benefits” James Prochaska
- 60% of all decision making is done on an emotional level and not on a logical level.
- You cannot CONVINCe or PERSUADE anyone to be well!
- Coaching can help people weigh the Pros and Cons

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### Motivational Interviewing



“intended focus is on motivational struggles, issues of change for which a person is not clearly ready and willing, or is ambivalent.”

M.I. – “A guiding method of communication to elicit and strengthen motivation for change.”

**Best Reference:** Miller & Rollnick (2012) *Motivational Interviewing: Helping People Change, 3rd Ed.*

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### Primary Goals of M.I.

- Minimize client resistance
- Elicit “change talk”
- Explore and resolve ambivalence
- Create and amplify discrepancies between goals and values
- Nurture hope and confidence



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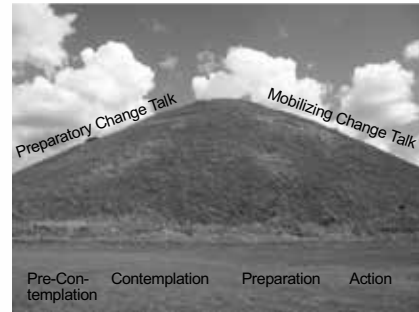
### Coaching through ambivalence using Motivational Interviewing



- Respectfully explore the conflict between two courses of action.
- Explore their confusion, the contradictory nature of their ambivalence, the pros and cons and the personal/emotional reasons (again, not just the logic).
- Help your client give real expression to the conflict, let them emote, and guide them through a process towards resolution that is acceptable and triggers change.

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### The M.I. Change Talk Hill



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D.A.R.N.	CHANGE TALK	SUSTAIN TALK
<b>DESIRE</b>	It would be great to be able to get down on the floor and play with my grandchildren and then get up easily. I would love to do that.	I just can't do what I used to be able to do. I'm just getting old. Everyone gets out of shape as they age.
<b>ABILITY</b>	Sure, I'm not as flexible as I used to be, but I can still touch my toes, walk easily and can even dance! I guess I could start looking into Yoga and such.	I'm really stiff in the morning, and, well, most of the day. I have to sit a lot on my job and then I ache when I start moving.
<b>REASONS</b>	My grandchildren are so much fun to play with and they won't be young forever. I don't want to lose my ability to move well and become a burden for others. I might have less headaches and backaches too.	I have to get to work early so there's no time to stretch or exercise in the morning, then when I get home, I've got to make dinner and then I'm just exhausted. Watching TV is about all I've got the energy for.
<b>NEED</b>	I've really got to start doing something to help with flexibility. I'm not getting any younger. I can't keep on doing less and less.	I've got to just accept that it's all part of growing old. I get along just fine in daily life. I don't need to take classes to learn how to move my own body.

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### Identifying Change Talk



- Thanks for the information. I will look it over. Over the next week I will try to eat one or two servings of fruit everyday. The fruit I can get from the mixed fruits cups I bought recently. I am hoping to get veggies in by salads at lunch and a veggie at dinner.
- As you know I have had a really rough time the last couple of weeks but I am slowly working my way back to making sure I am getting the right intake of fruit and veggies. I still plan to start water aerobics at least twice a week hoping to increase as time goes on. I have also found a site that I can use for healthy food choices so I might use this to help me plan my meals. I am determined to work my way back to where I was at least and then begin new goals.
- I am also thinking about yoga. I have watched a couple of videos and might try that. I can't take on too much right now since my husband is still going through his medical issues, but I think it would be a good stress reliever.

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