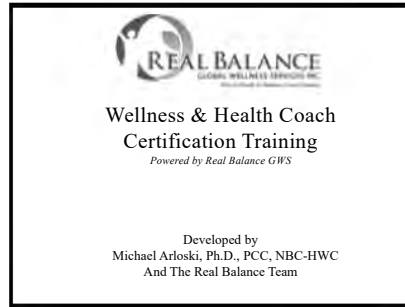
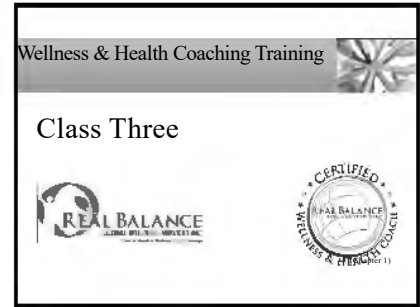




1



2



3

Coaching Has Been Based On Positive Psychology From The Start.

The research of Martin Seligman, Mihaly Csikszentmihalyi, Barbara Fredrickson, and others are validating the positive approach used by coaching and the wellness field for over thirty years.

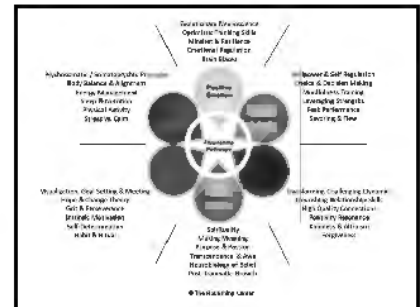
4

The PERMA Model of Well-Being

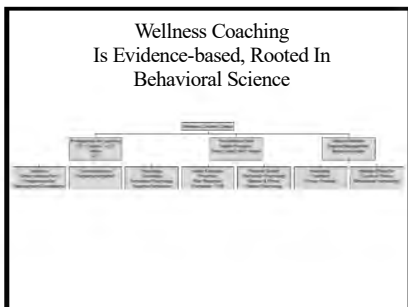
<b>Positive Emotions</b> Positive emotions, like all essential parts of our well-being, help people move back on the path with goals, into the future with focus and drive, and flourish in the present.	<b>Relationships</b> Positive people attract. We flourish and thrive when we share in each others by building strong relationships with the people around us. Family, friends, coworkers, neighbors.	<b>Engagement</b> Engagement results in some experiences. To flourish and feel well and happiness, we must be able to get lost in that which we love to do.
<b>Meaning</b> When we focus on doing things we truly enjoy and care about, we can begin to flourish consistently with the greatest pleasure and sense of being "in flow" with them.	<b>Mastery</b> We are at our best when we seek out and do something greater than ourselves. This might be religious faith, community work, health, intellect, a hobby, a craft, athletic or artistic quest.	

from Martin Seligman's (2001)

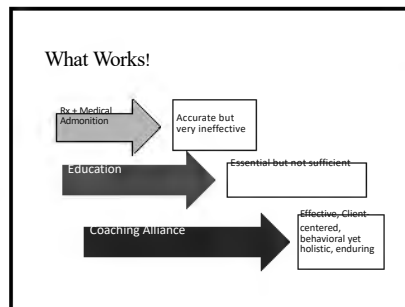
5



6



7




8



9

Can allow you to let go of the Expert Role and be a true Ally?  
 Can you let go of the Expert Role and be a true Ally?

### Ally Not Expert - The Mindset Shift




- The expert is the consultant, analyzing a situation and making recommendations.
- The ally is the assistant, helping the person achieve what they want to achieve.
- Can you let go of the expert role and be a true ally?

(Chapter 2)

10

### The Mindset Shift




- Prescribe and Treat
- Educate and Implore
- Advocate and Inspire

(Chapter 2)

11

### The Mindset Shift




Prescribe and Treat

- Works fine in the Treatment Model
- Is really a CONSULTING Model
- Relies on authority of position
- Assumes much responsibility
- Clients don't like to be told how to behave!
- Low compliance with low alliance!

(Chapter 2)

12

### The Mindset Shift



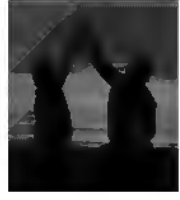
Educate and Implore

- Health Educator Approach
- Relies almost totally on information
- Assumes a "If they know, they will do" principle
- Almost requires "begging"! "Please change!"
- Very easy for client to accept the information (much of which they knew anyway) and then take no action

13


### The Coaching Mindset: Advocate & Inspire!

- See our clients as whole and not in need of "fixing".
- Be the wellness ally, the guide
  - Not treatment provider
  - Not teacher
  - Not supervisor



14

### The Coaching Mindset: Advocate & Inspire!




- THE COACH'S CHALLENGE:
- To make the shift to Advocate and Inspire and remember it!
- To apply the Coach Approach and refer the rest.
- To remain an ally, not a treatment provider or educator exclusively.

(Chapter 2)

15

### How Does This Mindset Shift Affect YOU In Your Setting?

- What will make it challenging for you to shift and remember it?
- What will make it easier?



16

### Motivation

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



17

### 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

18

### Fear-Based Motivation

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



19

### Fear-based: Internal & External Sourced

Fear-based – Internal

- Avoidance of illness & death
- "Should' s"
- Will-power and self-discipline




20

### Fear-based: Internal & External Sourced

Fear-based – External


- Norms
- Myths
- "Identified Regulation" – complying because we are "supposed to"
- Health-risk Reduction



21


### Love-Based Motivation

- Love for self
- Love for others
- A vision of living a "well life" pulling you forward.
- Positive Peer Health Norms
- Intrinsic Joy- the love of doing it!



22

### Intrinsic Motivation



The Intrinsic Exerciser - Jay Kimiecik

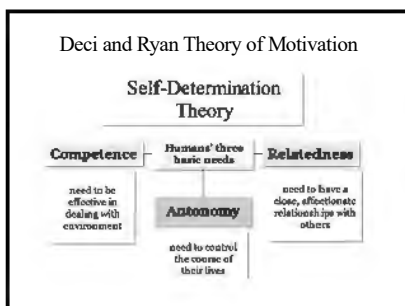
- People Exercise Regularly:
  - Fun, enjoyment, stimulation
  - A feeling of accomplishment
  - The pleasure of learning
  - Concrete benefits (sleeping better, calmer, more energy)

23

### What Motivates You To Be Well?



24



25

### Self-Determination Theory & Coaching

- AUTONOMY**
  - Respects the client's agenda as THE agenda
  - Naturally Creative, Resourceful and Whole
  - Client-Centered
- COMPETENCE**
  - Strengths based positive psychology approach
  - Building self-efficacy through mastery experiences
  - Increasing effectiveness through planning, tools, etc.
- RELATEDNESS**
  - Coaching For Connectedness
  - Providing Facilitative Conditions = empathy, warmth, etc.

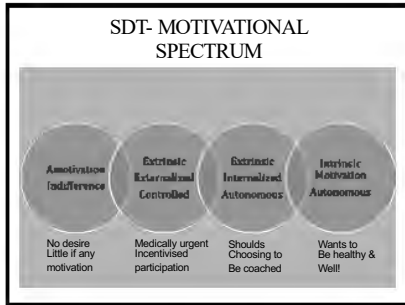
26

### Self-Determination Theory & Coaching

#### Tips to Remember

- Motivation is part of the change process, not a pre-requisite for coaching.
- Client doesn't need to be ready for coaching, it is our job to help them get in touch with motivation.
- Client can have Different Types of Motivation related to Different Behaviors.
  - External controlled motivation – M.D. says "Exercise!"
  - Internal autonomous motivation – Already a "foody"
- It's about the nature of motivation, not the quantity!

27



28

### Applying SDT in a Group Coaching Experience

- You are designing a Wellness Coaching Group for Type 2 Diabetes Patients. 2/3 Coaching and 1/3 Diabetes Education is the format
- You want them to develop and maintain a high degree of motivation
- Discuss how you would apply Self Determination Theory in your group design

29

### Are You Running AWAY From The “Grim Reaper”?

Freaking News cam

30

### Or Running TOWARD A Healthy And Well Life?

31

### 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

32

### 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.*

33

### Primary Goals of M.I.

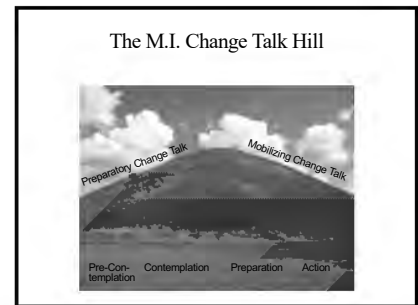
- Minimize client resistance
- Elicit “change talk”
- Explore and resolve ambivalence
- Create and amplify discrepancies between goals and values
- Nurture hope and confidence

34

### 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.

35




36

D.A.R.N.	CHANGE TALK	SUSTAIN TALK
DESIRE	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.
ABILITY	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.
REASONS	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.
NEED	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.

37

### 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.

38