

Growth-Promoting Relationships

"I saw an angel in the stone and carved to set it free." —Michaelangelo

- * Clients aren't broken. Clients don't need to be "fixed".
- * Clients have unlimited potential to thrive in all aspects of life.
- * Coaches can help clients discover what they truly want and need.
- * Coaches coming from a place of genuine curiosity and interest reflect and ask the right questions to help clients dive deeper.
- * Mindfulness promotes self-reflection, self-awareness, self-regulation, self-compassion, positivity, and creativity.
- * Mindfulness fosters new mindsets, behaviors, and habits through neuroplasticity.
- * Conversations help guide and uncover areas clients might focus on (directing brain's attentional resources especially the prefrontal cortex, subcortical limbic area, and brain stem).
- * Dr. Shelley Carson's 7 brainstates enabling creativity: mindful absorbing of new information; intense reasoning; envisioning; brainstorming; flow state; evaluation phase; implementation (action plan).
- * Coaches facilitate the client's self-generated insights.
- * Coaching sessions are a safe place to explore—what do clients yearn for; what gives "life"; what is meaningful.
- * Coaching skills include "being" skills (mindfulness, empathy, authenticity, affirmation, courage, zest, calm, playfulness, and warmth).

Elicit Self-Motivation

- * Deci & Ryan external (external regulation, extrinsic) vs. autonomous (intrinsic) motivation.
- * External motivation (external regulation): "I want to do what this person wants me to do to avoid conflict" (Moore, Tschannen-Moran, & Jackson, 2016, p. 14).
- * External motivation, internalizing the external ideal: "I should", "I ought" (Moore, Tschannen-Moran, & Jackson, 2016, p.14).
- * External motivation is ephemeral and is not effective in the long haul.
- * Autonomous motivation leads to sustainable motivation. It comes from a deeper place that is aligned with the client's values and has the strength to sustain new mindsets and behaviors when challenges arise.
- * "Autonomous motivation has a future orientation" (Moore, Tschannen-Moran, & Jackson, 2016, p.14).
- * When cultivating a new behavior, being able to "anchor it" to "something" in the future promotes sustainable change. For example, that "something" can be an identity or future-self that one envisions.
- * Just as people will protect & fight for their autonomy, self-motivation (autonomous motivation) has that same power and strength.

4 COACHING MECHANISMS

Build Confidence

- * Confidence is important, but self-efficacy is even more so.
- * Confidence is to *know* that "I can" or "that I will be able to".
- * Self-efficacy is to *not know* yet still **believe** in myself that "I can" and "that I will be able to".
- * Chronic contemplation is a state where people get stuck and struggle with many failed attempts at something like weight loss.
- * Positive emotions help people out of the "rut" by promoting creativity, open-mindedness, and resilience.
- * Coaching seeks to elicit and leverage positive emotions.
- * Ratio 3 positives to 1 negative.
- * When clients reach a roadblock, they can leverage new strengths/mechanisms in their toolbox to help them rise above.
- * Competence also helps build confidence which promote self-efficacy.
- * Competence is key in self-determination theory by Deci & Ryan.
- * Clients who learn to tap into their values, strengths, and talents in new and creative ways can then add to their skill sets to overcome roadblocks.
- * Prochaska's Transtheoretical Model of Change. What is the client's stage of readiness to address a behavior change? Four key variables: stage of change; decisional balance; self-efficacy; process of change.

Process of Change

- * Sometimes clients know what they want, but they don't always know how to get there.
- * With the client in the "driver's seat" as the expert, the coach and client can work on strategies or "experiments" to see what works and what doesn't.
- * Structure and assessments can help identify what is working and how well something is working. If one "experiment" doesn't resonate with the client, there's always another way.
- * Weekly (or regular) "experiments" with SMART goals can guide a client to where they eventually want to be.
- * SMART =
 - S, specific;
 - M, measurable;
 - A, actionable;
 - R, realistic;
 - T, time-bound.
- * Goals can be performance-oriented or skills-oriented.
- * Accountability is crucial, and it is important for clients to determine how they want to be accountable.
- * It is good to establish regular checkpoints to see how well the "experiments" align with the client's overall wellness vision.
- * Nothing is set in stone, because the process of change is dynamic and organic.