

On the Effectiveness of Transformational Coaching

I found an interesting article by Arthur, Woodman, Ong, Hardy & Ntoumanis (2011) studying the effectiveness of the transformational coaching style with consideration of the athletes' personality (high narcissism or low narcissism). Arthur et al. (2011) noted that transformational coaches would emotionally inspire athletes/followers to think outside of themselves and act for the betterment of the team. Arthur et al. (2011) considered that the results of transformational coaching could be greatly affected by the composition of athletes/followers and their receptivity based on the degree of narcissism in their personality.

Narcissists tend to be more self-concerned than team-oriented. Arthur's et al. (2011) survey found that low narcissists were more impacted than those follower personalities with higher degrees of narcissism by the transformational coaching style emphasizing team work, group goals, and high performance expectations.

Reference

Arthur, C. A., Woodman, T., Ong, C. W., Hardy, L., & Ntoumanis, N. (2011). The role of athlete narcissism in moderating the relationship between coaches' transformational leader behaviors and athlete motivation. *Journal Of Sport & Exercise Psychology*, 33(1), 3-19.