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Coaching Psychology and the
Role of the Educational
Psychologist: Background,
Applications & Future Directions

DECP Conference 2017

Mark Adams CPsychol MISCP (Accred)
Educational & Coaching Psychologist

@AdamsPsychology



For starters:

Handout:

www.adamspychologyservices.co.uk/resources.html

Twitter:

@AdamsPsychology



Objectives

Participants will:

- Share stories regarding your interest in, and/or experience of coaching/coaching psychology, and its relevance to your work.
- Consider applications of coaching psychology in education.
- Have the opportunity to develop connections with other psychologists who are interested in coaching psychology practice.



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The Big Picture

- Introduction:
 - What is coaching psychology?
 - What can psychology contribute to coaching practice?
- Your interest in and/or experience of coaching/coaching psychology.
- Practical applications of coaching psychology in schools.
- Developing connections with other EPs who are interested in this area of practice.

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A few ground rules...

1. Let's respect each others' needs.
2. Welcome and embrace different opinions/perspectives.
3. Listen to each other; only one voice at a time.
4. If you don't understand someone's point, please ask them to clarify.
5. Let's come back after talk-breaks *quickly*.
6. Confidentiality.
7. Phones on silent, please.

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Psychology = The Killer Ds?

DISORDER **DYSFUNCTION**

DEFICIT **DIFFICULTY**



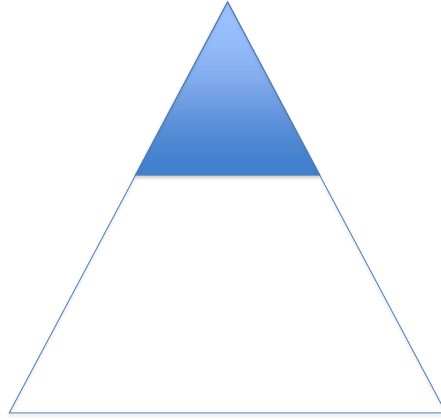
DIAGNOSIS

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Common associations of applied psychology in education

- Identification of Special Educational Needs
- Supporting planning of interventions for children with Special Educational Needs and/or emotional and behavioural difficulties.
- Contributions to statutory assessment and review processes.



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However.... See, for example:



Martin Seligman



Mihaly
Csikszentmihalyi



Barbara Fredrickson

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Positive Psychology

A science of **optimal human functioning** that focuses on the **enhancement of life satisfaction** and the study of positive traits and qualities such as **strengths, confidence, hope, resilience, and happiness.**



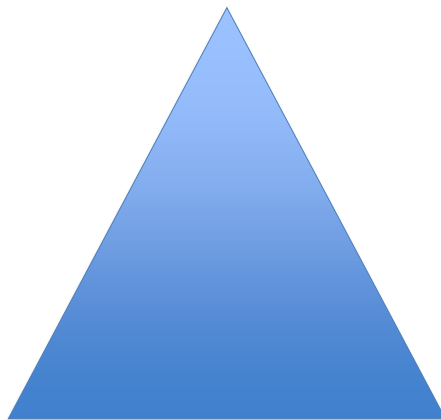
(see e.g. Seligman & Csikszentmihalyi, 2000; Snyder & Lopez, 2005).

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Coaching Psychology

Coaching Psychology = an applied positive psychology that focuses on facilitation of goal-attainment, wellbeing, and positive change in the **broader population.**



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What is coaching psychology?

“The practice of coaching psychology may be described as a process for enhancing well-being and performance in personal life and work domains underpinned by models of coaching grounded in established adult and child learning or psychological theories and approaches.”

ISCP, 2016

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In other words:

In coaching psychology, established psychological principles and methods are applied in the context of coaching in order to support the performance, development and wellbeing of individuals & teams.

Palmer & Whybrow, 2007

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What can psychology bring to coaching?

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Coaching is:

“... a collaborative, solution-focused, results-orientated and systematic process in which the coach facilitates the enhancement of work performance, life experience, self-directed learning and personal growth of the coachee”

Association for Coaching, 2015

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Coaching is:

“...the art of facilitating the performance, development and wellbeing of another.”

Downey, 2003

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What can psychology bring to coaching?



What conditions need to be created in order for people to optimally grow and develop?

e.g. Person-Centred approaches (Rogers, 1961);
Self-Determination Theory (Ryan & Deci, 2000).

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What can psychology bring to coaching?

How can we work with people so as to elicit an intrinsic motivation to change and develop?



Motivational Interviewing (Miller & Rollnick, 2002, 2013)

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What can psychology bring to coaching?

How can we help people to recognize and overcome self-limiting ways of thinking that may be interfering with their functioning and/or wellbeing?



Cognitive-Behavioural/REBT (e.g. Beck, 1967, 1976; Ellis, 1962, 1988)

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What can psychology bring to coaching?

What influences resilience?
How can we support others to enhance their resilience?

e.g. Neenan, 2009



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What can psychology bring to coaching?

How can we support people to move towards the futures they want to create?

Solution-Focused Brief Therapy (De Shazer, 1985, 1988; Berg & De Jong, 2002)



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**What is your interest
in and/or experience
of coaching/coaching
psychology?**

**How is it/might it be
relevant to your work?**



Reflections?

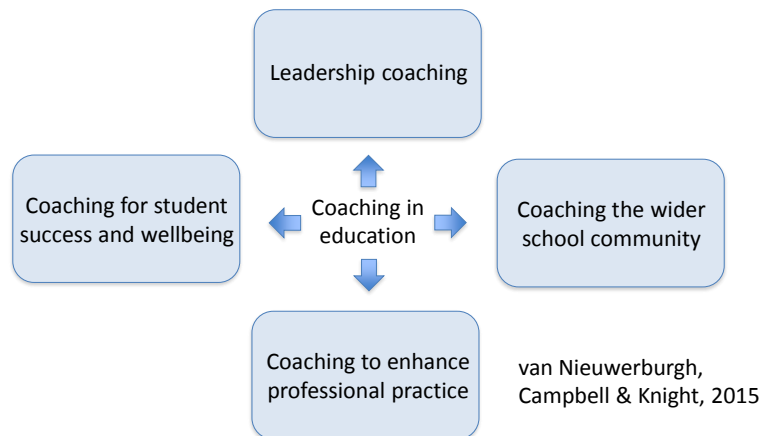


How can coaching psychology be applied in education?

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'Portals' for coaching in education



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Specific applications of coaching psychology in schools

With children and young people

- Psychology-informed coaching with **individual students**, or with **groups** of children and young people. (See e.g. Green, Grant & Rynsaardt, 2007; Pritchard & van Nieuwerburgh, 2016; Robson-Kelly & van Nieuwerburgh, 2016).
- Training young people in coaching skills can result in **improved communication skills**, increased **self-confidence**, improved **perspective-taking**, and improved **relationships with peers** (Van Nieuwerburgh & Tong, 2013).
- Integrating coaching psychology and positive psychology in schools (Leach & Green, 2015, drawing upon Waters, 2011).

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Specific applications of coaching psychology in schools

With staff

- Grant, Green & Rynsaardt (2010): In an RCT, a 20-week coaching programme for high-school teachers was associated with **increased goal attainment**, **reduced stress**, enhanced workplace **well-being** and **resilience**, and **improved leadership style**.
- A non-judgemental coaching approach to teacher observation to **develop classroom practice** and enhance practitioner **confidence & wellbeing** (Adams, 2015) – see also APS Blog archives Sep 16-Jan 17
- Psychology-informed coaching for school leaders to enhance **leadership performance, development & wellbeing** (Adams, 2016)
- Termly coaching for individuals and teams to support **reflection on practice, performance & wellbeing**.

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“[The coaching relationship] allowed us to tackle a number of difficult issues in confidence... The sessions have provided me with the space I needed to develop certain aspects of my leadership.”

Executive Principal, 2016

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Specific applications of coaching psychology in schools

At a whole-school or team level

- Developing **coaching cultures**: Peer coaching can result in **improved teacher wellbeing**, changes to **classroom practice**, and enhanced **collaboration** across the school (Lee, 2013).
- Training school staff in **coaching skills** and **coaching psychology principles**.

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Reflections?



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Developing Connections

- What are your thoughts on how to enable EPs with an interest in coaching/coaching psychology to connect and share practices?



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Further reading

- A list of **all references** from today can be freely downloaded from the APS website resources page.



<http://www.adamspychologyservices.co.uk/resources.html>

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SGCP Membership

Special Group in Coaching Psychology

(www.sgcp.org.uk)



Membership costs £12 per year

- The Coaching Psychologist
- International Coaching Psychology Review

See website for other benefits.

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Thanks very much!

*If you wish, you can sign up to the **APS Mailing List** for a termly newsletter.*

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