

What to Expect in a Coaching Session with Rachel

As a coach my intention is to help you to:

- Decide what is important to you. What you want to achieve both in the time we work together and in the longer term. We will then agree on some markers to help us to measure your progress.
- Identify and build on your strengths
- Compassionately identify areas where your current approach isn't working for you
- Clarify the current situation – What is going well? What do you need to change?
- Identify any blocks to you achieving your goals and help you to deal with those blocks
- Make an action plan and support you in implementing the plan

Before I was an executive coach and corporate trainer, I was a psychiatrist. (I promise not to analyse you during your coaching session!) This experience means that I have extensive experience in helping people to make significant changes in their lives. I have a strong commitment to evidence-based practice. My approach to coaching is based on a number of empirically supported approaches – I am extensively trained in a wide range of psychological and coaching methodologies. Below is a summary of the key theoretical methodologies I use in my coaching.

Solution Focused Coaching¹ looks at what is working in the situation; explores the solutions that have already been tried and looks for clues to provide new and effective solutions. It is an empowering approach that can often produce rapid change and is well supported by empirical evidence.

Acceptance and Commitment Training (ACT) - ACT is a recent development in psychology and early research in its use in corporate settings is very promising. It has been found to decrease stress, decrease risk of burnout, improve leadership effectiveness, increase motivation and increase sales (see references 2-7 below).

ACT is a values based approach that includes acceptance and mindfulness. ACT focuses on building psychological flexibility, enabling coaching clients to take thoughtful actions in line with their values rather than being reactive. ACT has a focus on identifying what is important and becoming effective at taking action to achieve important goals. Russ Harris used this approach in the recent ABC television show 'Making Australia Happy'. Professor Frank Bond has been using this approach with executives in London with extraordinary results. I have trained both with Russ Harris and the originators of ACT, Steve Hayes, Kelly Wilson and Kirk Strosahl.

Positive psychology⁸ focuses on building strengths, increasing engagement using intrinsic motivation and improving vitality.

References

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2. Bond, F. W., & Bunce, D. (2000). Mediators of change in emotion-focused and problem-focused worksite stress management interventions. *Journal of Occupational Health Psychology*, 5, 156-163

3. Bond, F. W., & Bunce, D. (2003). The role of acceptance and job control in mental health, job satisfaction, and work performance. *Journal of Applied Psychology*, 88(6), 1057-1067
4. Bond FW & Flaxman PE (2006). The Ability of Psychological Flexibility and Job Control to Predict Learning, Job Performance, and Mental Health. *Journal of Organizational Behavior Management*, 26, 113-130.
5. Donaldson E & Bond FW (2004). Psychological acceptance and emotional intelligence in relation to workplace well-being. *British Journal of Guidance and Counseling*, 32, 187-203.
6. Williams, Virginia , Ciarrochi, Joseph and Patrick Deane, Frank(2010) 'On being mindful, emotionally aware, and more resilient: Longitudinal pilot study of police recruits', *Australian Psychologist*, 45: 4, 274 — 282
7. *The Confidence Trap* by Russ Harris
8. Anthony Grant & Dianne Stober (2010) *Evidence Based Coaching Handbook*

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