Being Skills
Agenda

- What is positive psychology
- What is coaching psychology
- Character strengths
- Explore being skills
- Coaching demo to work on a being skill
- How can you use a character strength to improve your self-rating of one being skill
What is Positive Psychology

An eight year old movement in psychology which focuses on enhancement of well-being - not fixing pathology:

- Building on strengths
- Increasing positive emotions
- Generating flow states
- Cultivating gratitude
- Increasing hope and optimism
- Increasing life engagement and satisfaction
- Enabling peak performance and well-being
What is Coaching Psychology

The relational vehicle for Positive Psychology whereby coaches help clients master well-being.

(health, happiness, and prosperity)
Coaching Psychology: Evidence-based Theories & Models & Domains

- Positive psychology
- Humanistic theory
- CBT & Solution-oriented therapy
- Motivational interviewing
- Transtheoretical model
- Appreciative inquiry
- Self-efficacy
- Emotional intelligence
- Relational cultural theory
- Flow & Relational flow
- Hope psychology
Coaching Psychology

- Principles & Values
- Coaching processes
- Coaching skills - doing
- Coaching skills - being
Coaching processes

1. Wellness vision
2. Wellness planning
3. Coaching moment
4. Appreciative inquiry – 5D Cycle

Other
1. Relational flow
2. Application of character strengths
Coaching skills - doing

1. Active listening
2. Open-ended inquiry
3. Reflections
4. Summarizing
5. Silence
6. Strengths
7. Decisional balance
8. Change talk
9. Develop discrepancy
10. Roll with resistance
11. Rulers (confidence, importance, readiness)
12. Working with emotions
13. Best self - who do you want to be
Coaching skills - being

1. Mindfulness
2. Warmth
3. Empathy
4. Affirmation
5. Calm
6. Zest
7. Playfulness
8. Courage & Authenticity
Identify Your Character Strengths

VIA Signature Strength Survey
Classification of 6 Virtues and 24 Character Strengths (Peterson & Seligman, 2004)

1. **Wisdom and knowledge**: Creativity, Curiosity, Open-mindedness, Love of learning, Perspective
2. **Courage**: Authenticity, Bravery, Persistence, Zest
3. **Humanity**: Kindness, Love, Social Intelligence
4. **Justice**: Fairness, Leadership, Teamwork
5. **Temperance**: Forgiveness, Modesty, Prudence, Self-regulation
6. **Transcendence**: Appreciation of Beauty, Gratitude, Hope, Humor, Religiousness
Character Strengths – Key Trends

1. **Gratitude** correlates most with happiness
2. **Zest** correlates most with work satisfaction
3. The top strengths of Americans is **Kindness**
4. The bottom strength of Americans is **Self-regulation**
5. There is an approx 80% correlation of strengths across cultures
Relational Skills: Being skills

- Derived from Relational Cultural Theory
- Characteristics of growth-promoting relationships
Relational Skills: Being skills

Don’t Just Do Something: SIT THERE!

- Relational skills draw on your ability to BE WITH the client.
- These are your human BEING skills: this aspect of relational flow requires you to let go of your getting the client to “DO” something.
- The paradox: by quietly creating the coaching atmosphere, you pave the way to later action.
Relational or Being Skills Related to Character Strengths

- Warmth
- Empathy
- Affirmation
- Calm
- Zest
- Playfulness
- Courage & Honesty

Love & Kindness
Love & Kindness
Love & Kindness
Spirituality
Zest
Humor
Bravery & Authenticity
Exploring our Being Skills

For each skill we will:

- Think about what it means
- Reflect on ourselves. Is this skill a natural strength? How can we develop this skill?
Voice – use it to connect
Have you got the “cords”?

- Be mindful
- Be warm
- Be empathetic
- Be affirming
- Be calm
- Be energizing
- Be playful
- Be honest
The Being of Warmth

- **Defining Warmth**: Emanating positive regard and caring
- **Metaphor**: A beautiful flower opens up in the sun
- **Self-rating** – scale of 1 to 10
  - Coaching calls
  - Work relationships
  - Personal relationships
  - When are you the warmest?
  - When are you the least warm?
Increasing Warmth

How can we increase warmth?
- The power of voice tone
- Adjusting our attitude (free from judgment)
- Be a conduit of caring

Warmth igniters
- I am committed to you
- You really matter to me
- I have your best interests at heart
- I love you
The Being of Empathy

- Putting myself in another’s shoes
- Compassion – understanding how the other feels
- Patience
What is not empathy

- Feeling judgmental
- Feeling impatient
- Feeling distracted
- Feeling anxious
- Feeling frustrated
Rate your empathy – scale of 1 to 10

- In your calls
- In your work conversations
- In your personal conversations
- When are you at your most empathetic?
- Who is the most empathetic person you know?
Empathy igniters (say to oneself)

- I understand what it feels like to be in your shoes
- I am working to understand your experience and perspective
Definition: Seeing through to the core of goodness, strength, and wholeness of our clients

Story: We all have a dark alley way

Self-rating – scale of 1 to 10
- Coaching calls
- Work relationships
- Personal relationships
- When are you the most accepting?
- When are you the least accepting?
Increasing Affirmation

- I am not better than you
- I believe that you are whole, not broken
- I can transcend judgment and accept you
- I respect you
- I appreciate you and the value of your experiences
- I am open to everything you say even if it seems contradictory
Impact of Warmth, Affirmation, and Empathy

- Supports collaboration and self-efficacy
- Creates trust and rapport
- Helps people accept themselves
- Defuses resistance
The Being of Calm

- **Definition:** Presence, calm-energy, sense of purpose, quiet confidence

- **Metaphor:** Our time together is valuable and meaningful.

- **Self-rating – scale of 1 to 10**
  - Coaching calls
  - Work relationships
  - Personal relationships
  - When are you the calmest?
  - When are you the least calm?
Increasing Calm

How can we increase calm?
- cultivate mindfulness, quiet inner voices

Calm inducers
- I will make a difference in your life
- I believe that this program and my skills are valuable
- I am present and open to the unfolding of our work together
- We will overcome obstacles together
The Being of Zest

- Zest Definition: Alive, energetic, vital, and spirited
- Metaphor:
  - I am alive and energized.
  - My energy is high and calm.
The Being of Zest

Self-rating – scale of 1 to 10
- Coaching calls
- Work relationships
- Personal relationships
- When do you have the most zest?
- When do you have the least zest?
Increasing Zest

- **How can we increase zest?**
  - Do more of the things which energize you
  - Do fewer of the things which drain you
  - Cultivate gratitude

- **Zest igniters**
  - I am excited about working with you
  - I am energized by being a coach
  - I love my work
  - I can’t wait to find out how this coaching session will unfold
  - My work is an adventure
The Being of Playfulness

Playfulness Definition

- Humor and curiosity
- Playful recognition, enjoyment, or creation of incongruities
- Ability to find a light and cheerful view of adversity
- Ability to make others laugh
The Being of Playfulness

- **Metaphor**
  - We’re playing with the possibilities of self-discovery, self-image, and change with enjoyment

- **Self-rating – scale of 1 to 10**
  - Coaching calls
  - Work relationships
  - Personal relationships
  - When are you the most playful?
  - When are you the least playful?
Increasing Playfulness

- How can we increase playfulness?
  - Access child-like curiosity
  - Give yourself permission to play

- Playfulness igniters
  - We are having fun
  - I enjoy learning about you
  - I am intrigued by you
  - I love the quirky and surprising parts of your story
The Being of Courage & Honesty

■ **Definition:** speaking the truth with love
  – Mastery of fear, honesty, and willingness to risk a wrong step

■ **Metaphor:** conflict isn’t a fight, it’s just shining the light.
  – We’re ready and willing to find the truth and take risks that serve our clients.
The Being of Courage & Honesty

- Self-rating – scale of 1 to 10
  - Coaching calls
  - Work relationships
  - Personal relationships
  - When are you the most courageous?
  - When are you the least courageous?
Increasing Courage & Honesty

Courage and honesty igniters

- I will be honest in a loving and affirmative way
- I will allow myself to see what I see and tell you
- I will take risks to serve you
- I will bring integrity to our partnership
Coaching Demo

a. Use a character strength to improve one being skill
Coaching Demo / Practice
My Vision

- Ideal person you want to be when it comes your being skills
- Gap between here and your vision?
- Why does this vision really matter to you?
- What is the key obstacle that will get in the way?
- What are workable strategies to overcome the obstacle and what strengths can you apply?
- Are you ready and committed to take the first steps to reach your vision?
- What will you do tomorrow?