

# Coaching that is used to enhance well- being

Business



Coaching psychology is an area of psychology practice that is used to enhance well-being and performance in personal life and working domains, with normal and non-clinical domains, underpinned by scientific theories, framework and model of coaching grounded in established therapeutic approaches (Grant & Palmer, 2002).

Palmer (2010), defined coaching psychology as a scientific study of behaviour, cognitive and emotion within coaching, to help us gain deeper understanding and enhance our coaching skills.

According to Grant, (2015) coaching psychology involves helping clients reach their goals and also finding the right solutions, furthermore coaching enhances performance. The essence of coaching is to enact and support change at the emotional, behavioural and cognitive level, attaining goal and also increasing performance in both personal and professional life (cite), therefore the field of coaching psychology will likely continue to grow due to its positive impact on the client's life and wellbeing. Coaching has its roots in the area of sports, as evidenced in the scientific literature, the earliest form of coaching started from the field of business (cite). There has been an ongoing argument in the literature about the extensive similarities drawn between coaching psychology and counselling(cite), however it was reported that those who work in the field of psychotherapy and counselling purported that coaching is a different brand name from counselling (cite). According to Hart at al.

, (2001), Counselling is to support those with past injuries in order to promote speed recovery, whereas coaching is focused on the present untapped possibilities in order to link individual's awareness into action

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(cite). Furthermore, it is suggested that counselling client seeks this form of help when they have depression, trauma or crisis that they hope might be fixed, whereas coaching client seek this service when they are aiming for a particular goal and needs strategies on how to achieve it or getting better at what they do (cite). Therefore, coaching psychology can be considered an inherently person-centred or client-centred practice (cite). It can therefore have argued that people that receive coaching will have an increase well-being and are more likely to reach their goals (cite).

Research shows that coaching psychology is very effective and has a positive impact on the quality of life for the clients (cite). Some of the theoretical root of coaching psychology are the social learning theory and self-efficacy theory ((Bandura, 1986), cognitive behavioural psychology and behavioural approach of goal setting (Latham, 1990) and the Maslow (1970) hierarchy of needs, Seligman (2002) positive psychology and (cite) humanistic psychology. The success of an effective and successful coaching relies on how productive the sessions has been for both the client and the coach therefore it's important to have the basic knowledge that are required when coaching a client (cite). The use models give an understanding for the coaching intervention from systems perspective and also the need for structure coaching in the conversation between the coach and the client ((cite).

Furthermore, models offer structure and an outline to follow throughout the coaching journey (cite). The Goals Reality Options Will (TGROW) model by (Downey, 2003) is the most popularly used model in coaching, the model is the core element for a successful coaching. The TGROW model has five <https://assignbuster.com/coaching-that-is-used-to-enhance-well-being/>

phases. The first phase is to establish the topic to be discussed in order to identify the area which are important for them to get better or improve on, the second phase aims in identifying a goal that will help them achieve their overall goals, third phase is to help them identify the factors that may hinder the progress and success of the goal. Once the understanding of the topic has been achieved, the fourth phase will explore the options open to the client for moving forward. The final stage for the TGROW model is for the client to identify the way forward and agree to the subsequent options to be taken, the coach has the responsibility to support the client choose these open options based on truth and honesty and scaling the likelihood of adhering to the options.