

WELCOME



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LECTURE



Coaching for Happiness

How Positive Psychology can help you
and your clients grow & flourish

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Overview

- Why happiness?
- Why me?
- Why coaching?
- What is coaching?
- What is happiness?
- How can this look like in practice?
- How can you learn more?





1. What do you want out of life?
2. What are your clients after?
3. What do you want most for your loved ones?





My proposition:

Whatever we're after in life –
ultimately it's some form of
happiness.





Who am I?
What's my story?





Why happiness?

- It feels good!
And it can be a cure for feeling „bad“ (Fredrickson, 2001)
- ‘Happy people’ are more productive, likeable, active, healthy, friendly, helpful, resilient and creative (Lyubomirsky, King et al, 2005) and experience more meaning in life (King et al, 2006).
- Good research evidence in favour of applying strengths, gratitude, optimism, forgiveness, kindness and humor to coaching practice (see Biswas-Diener, 2010, p.32)





Why coaching?





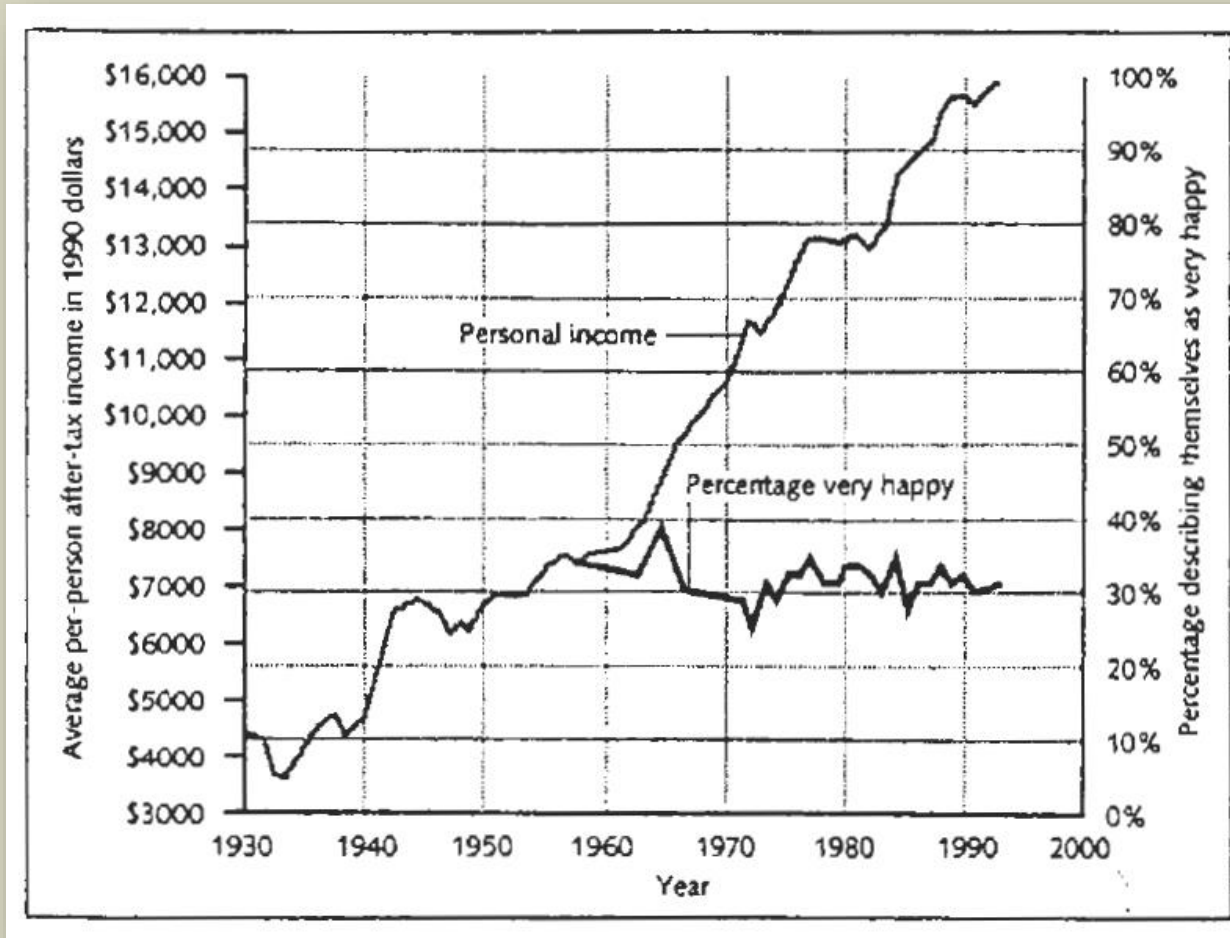
Coaching for performance

Performance → Success → Wealth

→ Happiness??



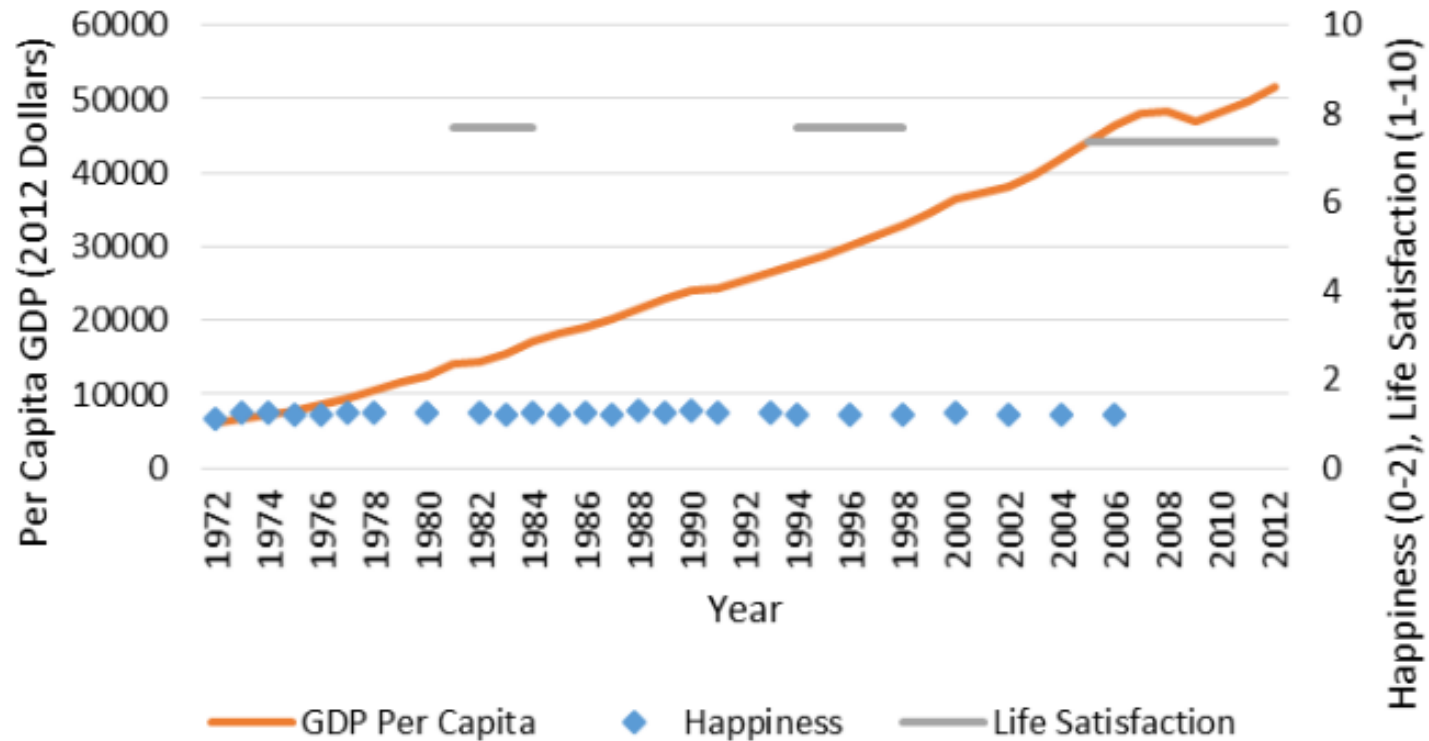
Income and happiness



Diener, 2002, p.140



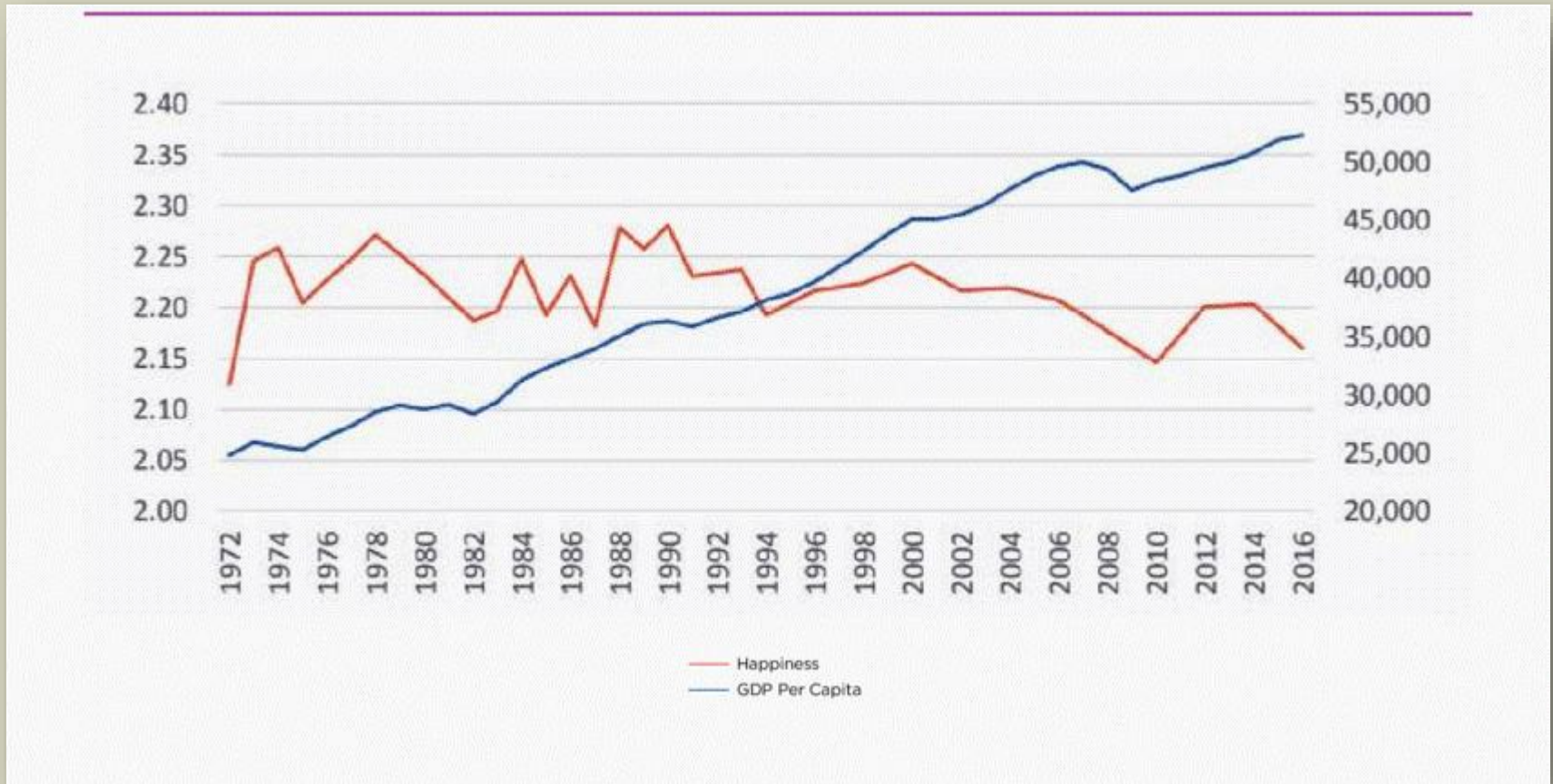
GDP, Happiness, and Life Satisfaction in the U.S.



Notes: U.S. GDP is from the World Bank. The happiness scores are from the General Social Survey, 1972-2006, based on a scale from 0-2. Life Satisfaction scores are from the World Values Survey, with 4 waves of questions covering 1981-1984, 1994-1998, 2005-2009, 2010-2012. Life Satisfaction is measured on a 1-10 scale.



Happiness and GDP



Helliwell, Layard & Sachs (2018). World Happiness Report





If money doesn't
make us happy, what does?





The theoretical foundation: The science of Positive Psychology





Definitions

“Positive Psychology is the study of the conditions and processes that contribute to the flourishing or optimal functioning of people, groups, and institutions.” (Gable & Haidt, 2005)

“Applied Positive Psychology is the application of positive psychology research to the facilitation of optimal functioning”. (Linley & Joseph, 2004)





Why Positive Psychology?

- Gives us new perspectives on existing ideas
- Rebalances the deficit approach
- Adds scientific understanding to coaching processes
(lots of coaching research comes from PP)
- Can add valuable tools, techniques & assessment
- Provides language and conceptualisations to explore many people's ultimate goal: happiness
- Two camps:

Create knowledge (academics)

Apply knowledge (coaches and other practitioners)



Positive Psychology – an overview



- Science
- New perspectives on existing ideas
- What's right with people (e.g. positive emotions)
- People at their best (e.g. strengths)
- Conceptualisations of wellbeing and happiness
- Resilience
- Interventions (Research → 'Real World' Application)
- Not sufficient on its own (ideally part of mainstream psychology)
- The rapid growth and popularity of PP suggests that it resonates well with people.





Areas of research

- Strengths
- Positive emotions
- Well-being & happiness
- Assessment & psychometrics
- Mindsets
- Self-regulation
- Engagement & motivation
- Evidence-based interventions
- Also: Creativity, wisdom, aging, self-esteem, characteristics of positive groups and organisations, hope & optimism, positive relationships, positive leadership, post-traumatic growth, etc.





How to use coaching to increase happiness?





Let's pause for a moment...

What is Coaching?



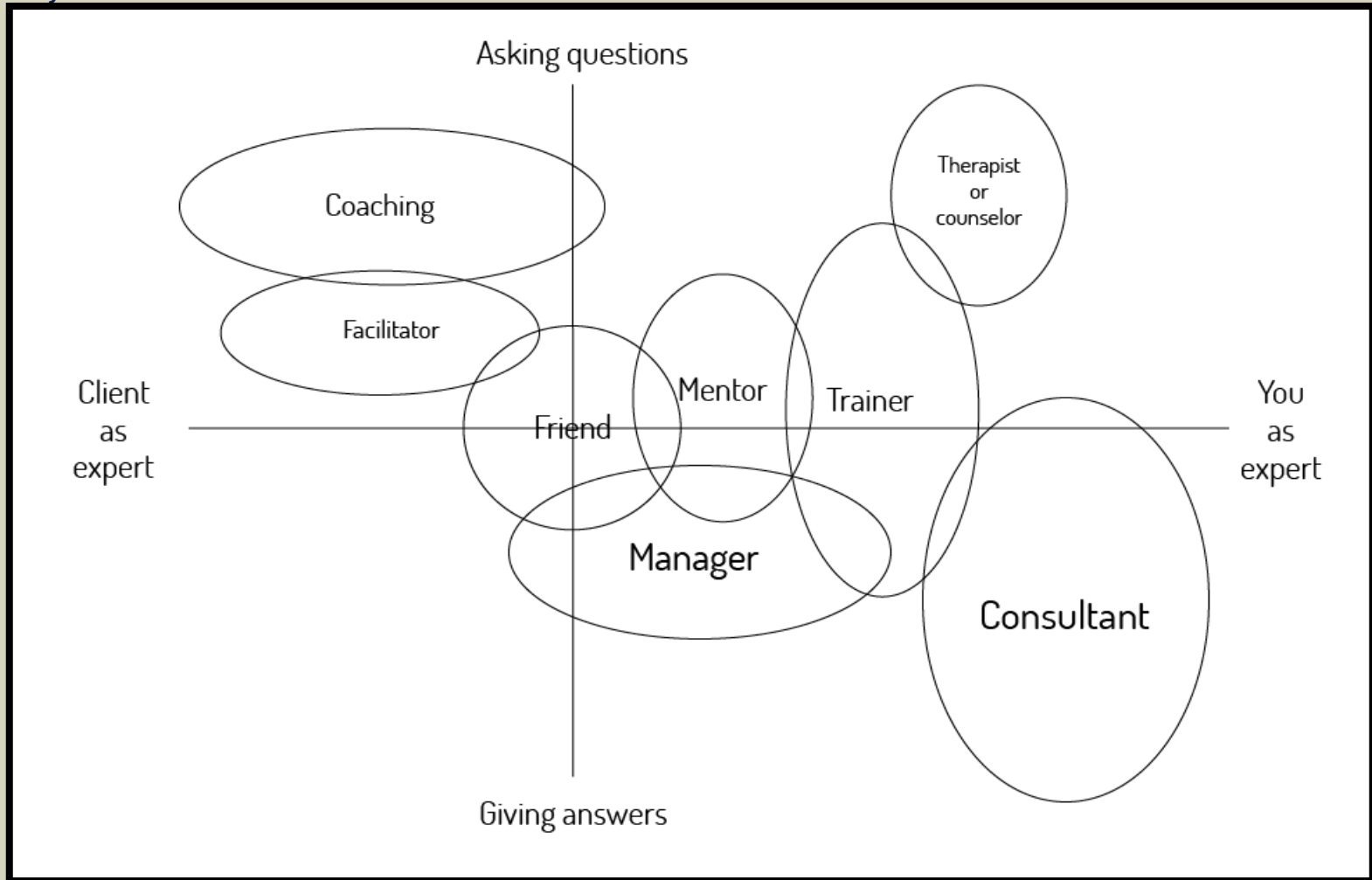


Hundreds of definitions
What's yours?



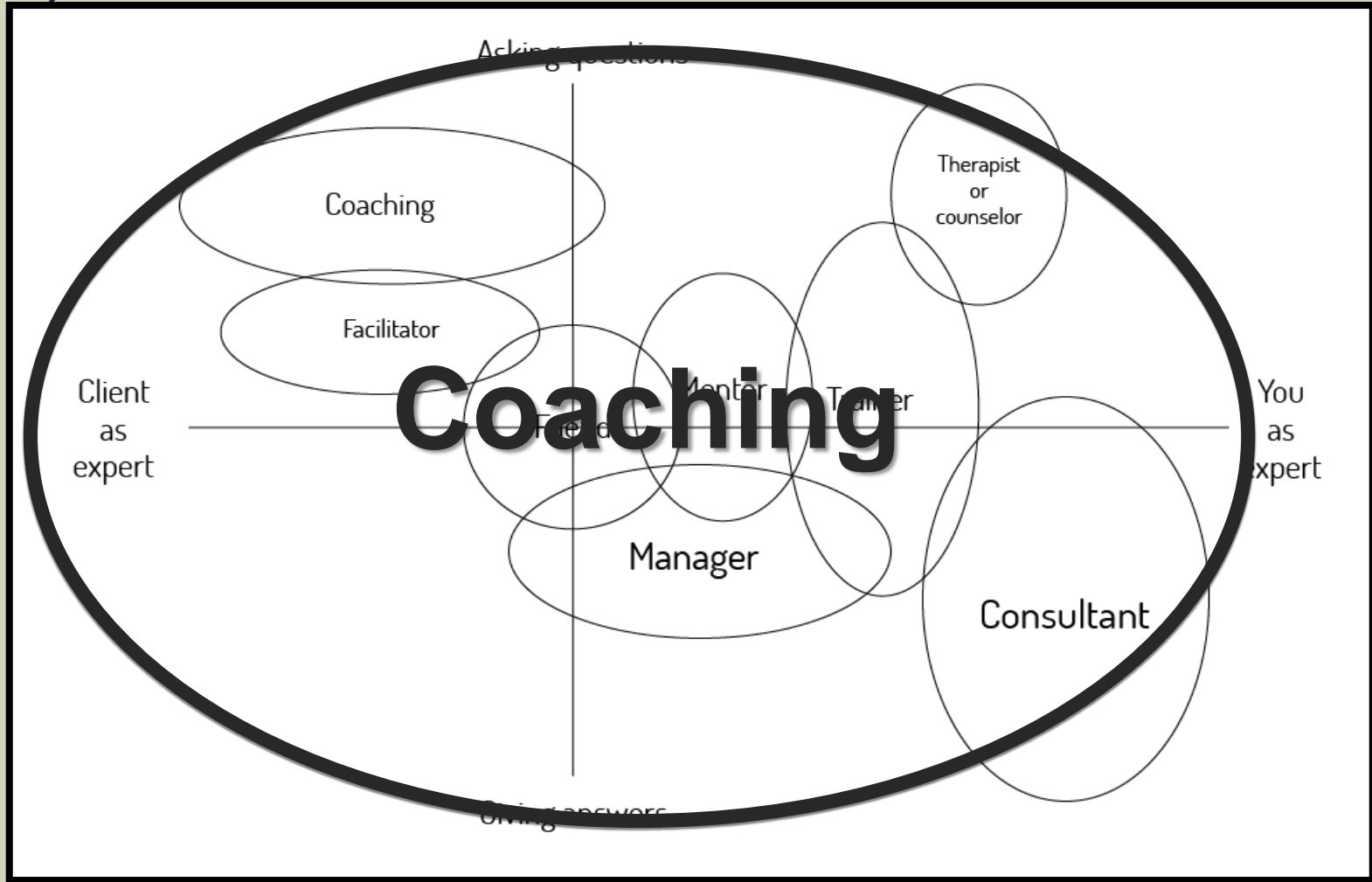
The “playing field”

(Farley & Stout, 2004)



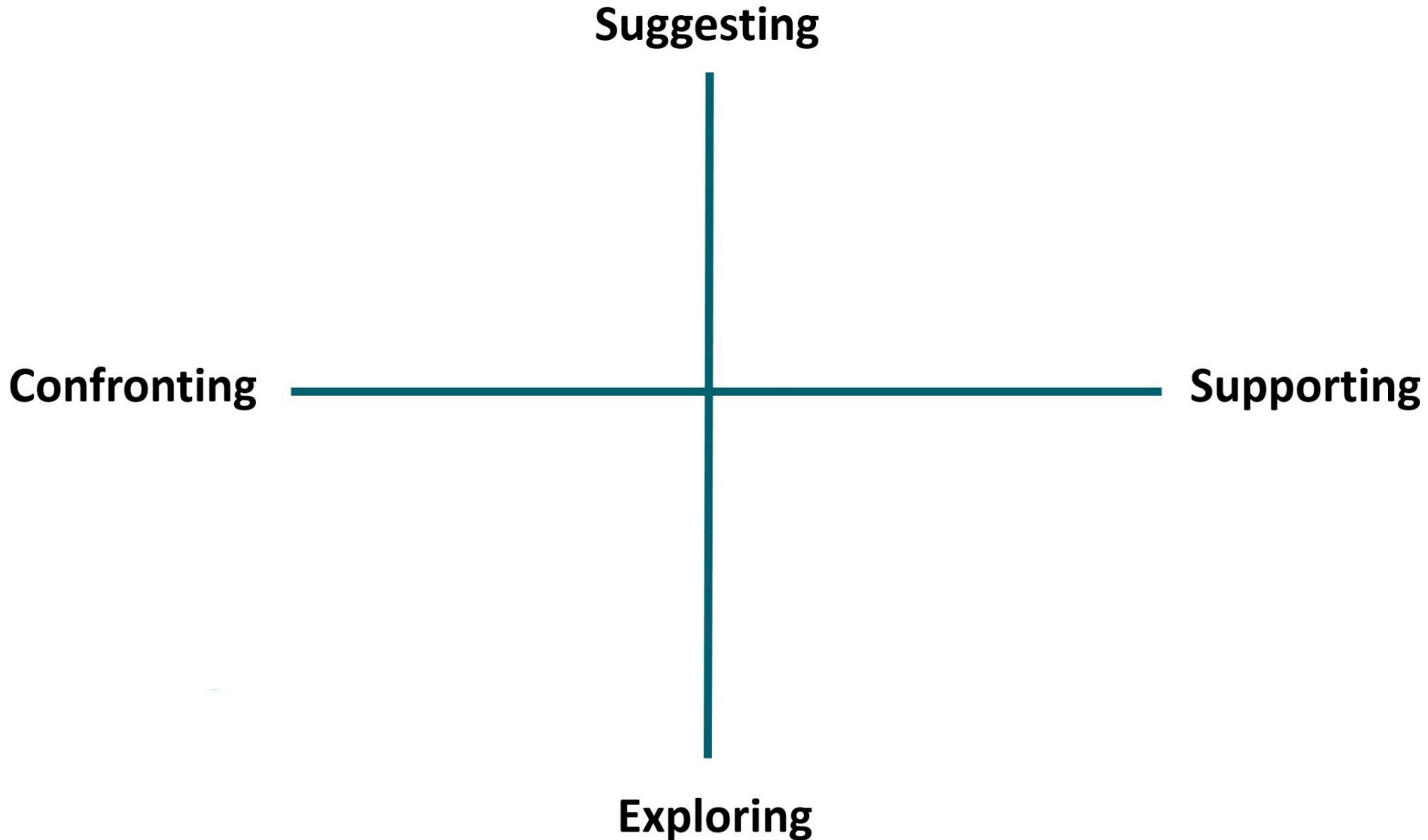
The “playing field”

(Farley & Stout, 2004)



The “playing field”

(De Haan, 2008)





Who you are is how you coach.

Integration <-> Integrity





Regardless of style,
you can coach for
happiness.

But only if you
understand happiness





What is
happiness?

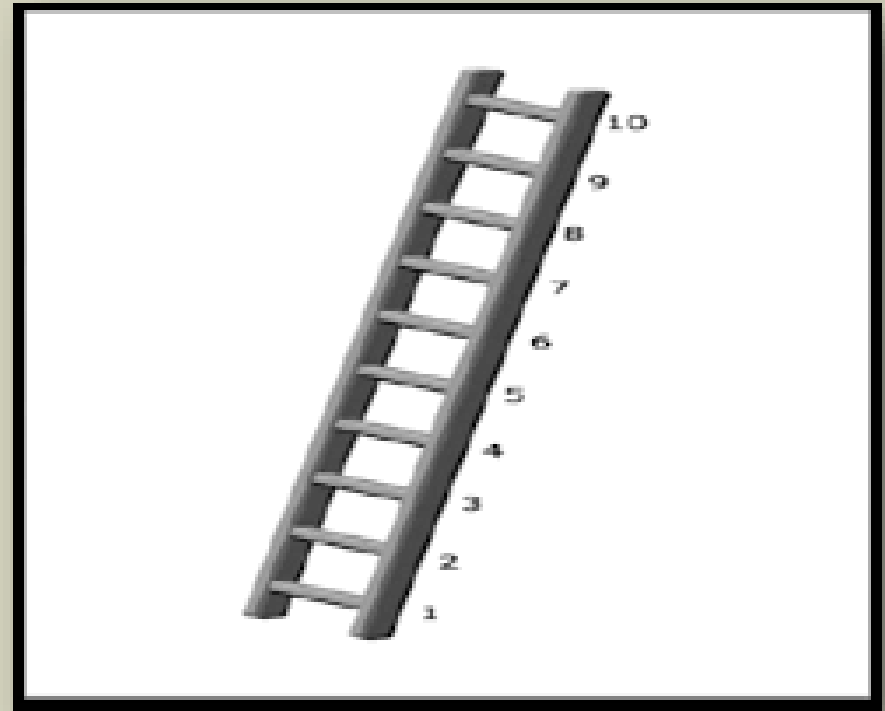


Satisfaction with Life

(Diener, 1984)



On a scale of 1-10, how satisfied are you with your life?



Satisfaction with Life Scale

(Diener, Emmons, Larsen, & Griffin, 1984)



- In most ways, my life is close to my ideal.
- The conditions of my life are excellent.
- I am satisfied with my life.
- So far, I have gotten the important things I want in life.
- If I could live my life over, I would change almost nothing.



The Happiness Formula?

(Diener, 1984)



$$\text{SWB} = \text{SWL} + \text{PA} - \text{NA}$$

Subjective Well Being = Satisfaction with Life + Positive Affect – Negative Affect





Hedonism & Eudaimonia



2 main aspects: Feeling good
Hedonism

Flourishing
Eudaimonia



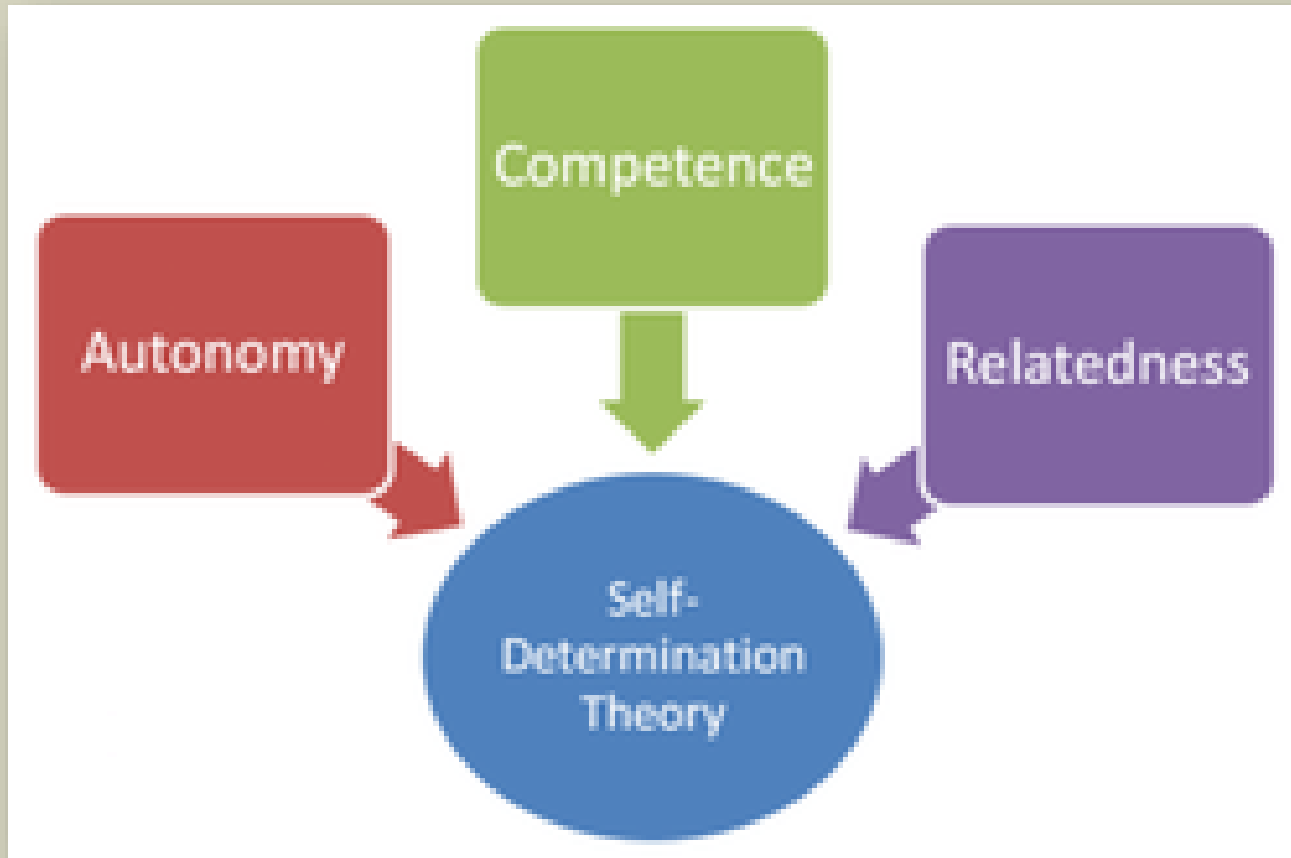
Pleasure, happiness,
contentment,
homeostasis

Self-actualisation, living in
accordance with one's values,
personal development,
transcendence, long term goals



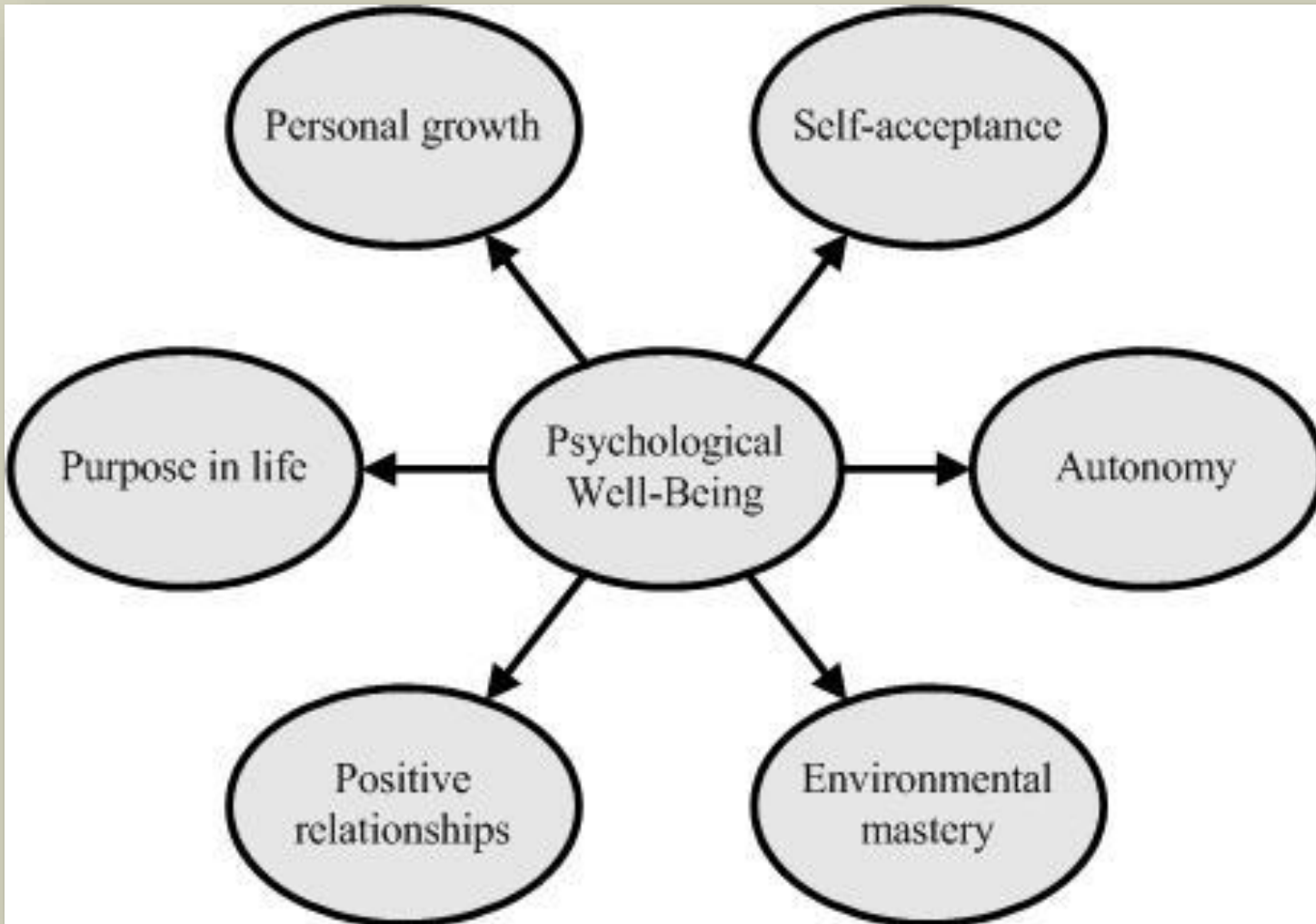
Self Determination Theory

(Deci & Ryan, 2001)



Psychological Wellbeing

(Ryff & Keyes, 1994)



Flourishing

(Seligman, 2011)



Flourishing “2.0”

(Norrish, 2013)



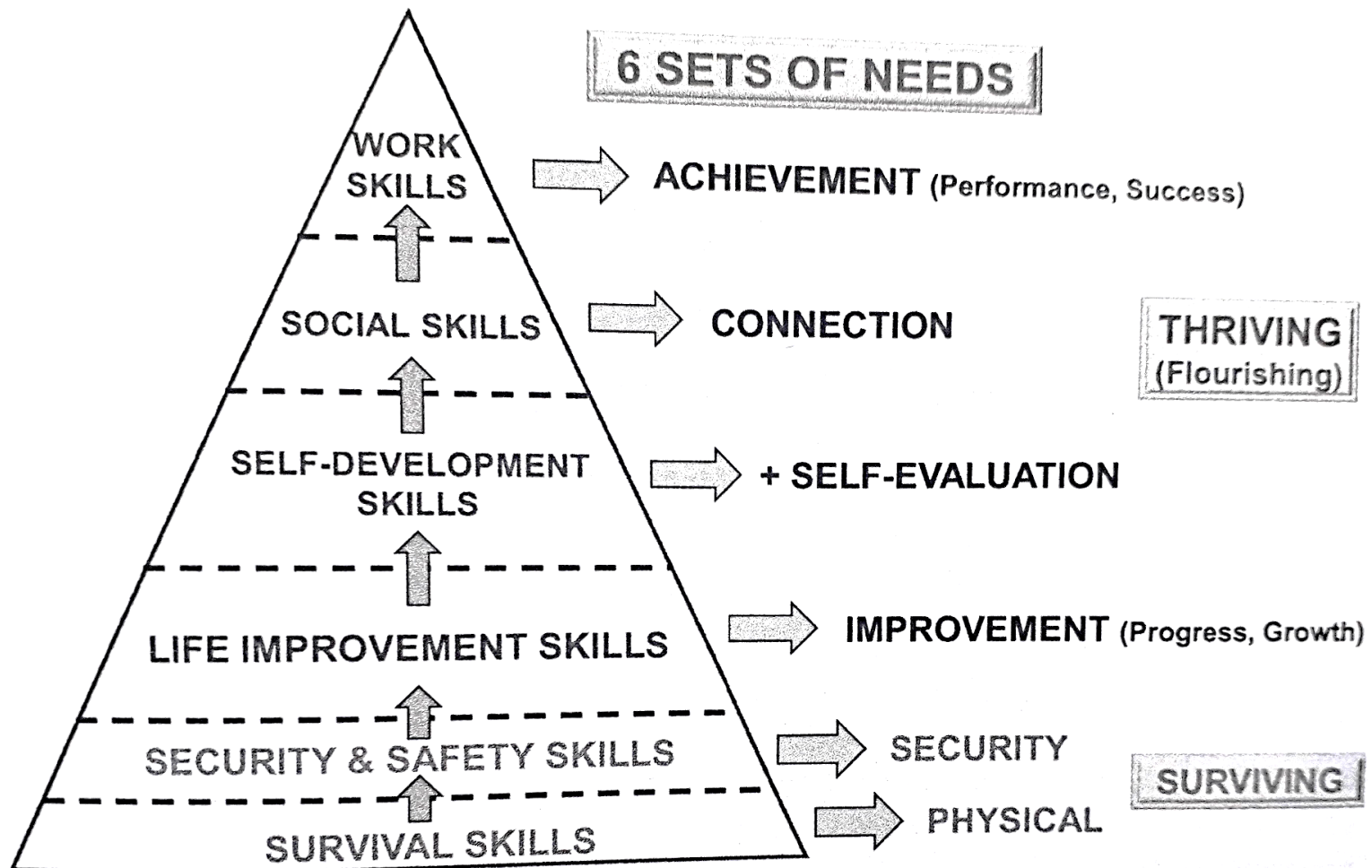
PERMA-H

With a silent ,H' for physical Health & vitality



Thrive & Survive Theory

(Franklin, 2016)





Let's revisit:

Autonomy

Meaning

Relationships

Growth

Whatever we're after in life –
ultimately it's some form of
happiness.

Achievement

Health

Positive
Emotions

Safety

Competence

Engagement





What does it
look like in
practice?



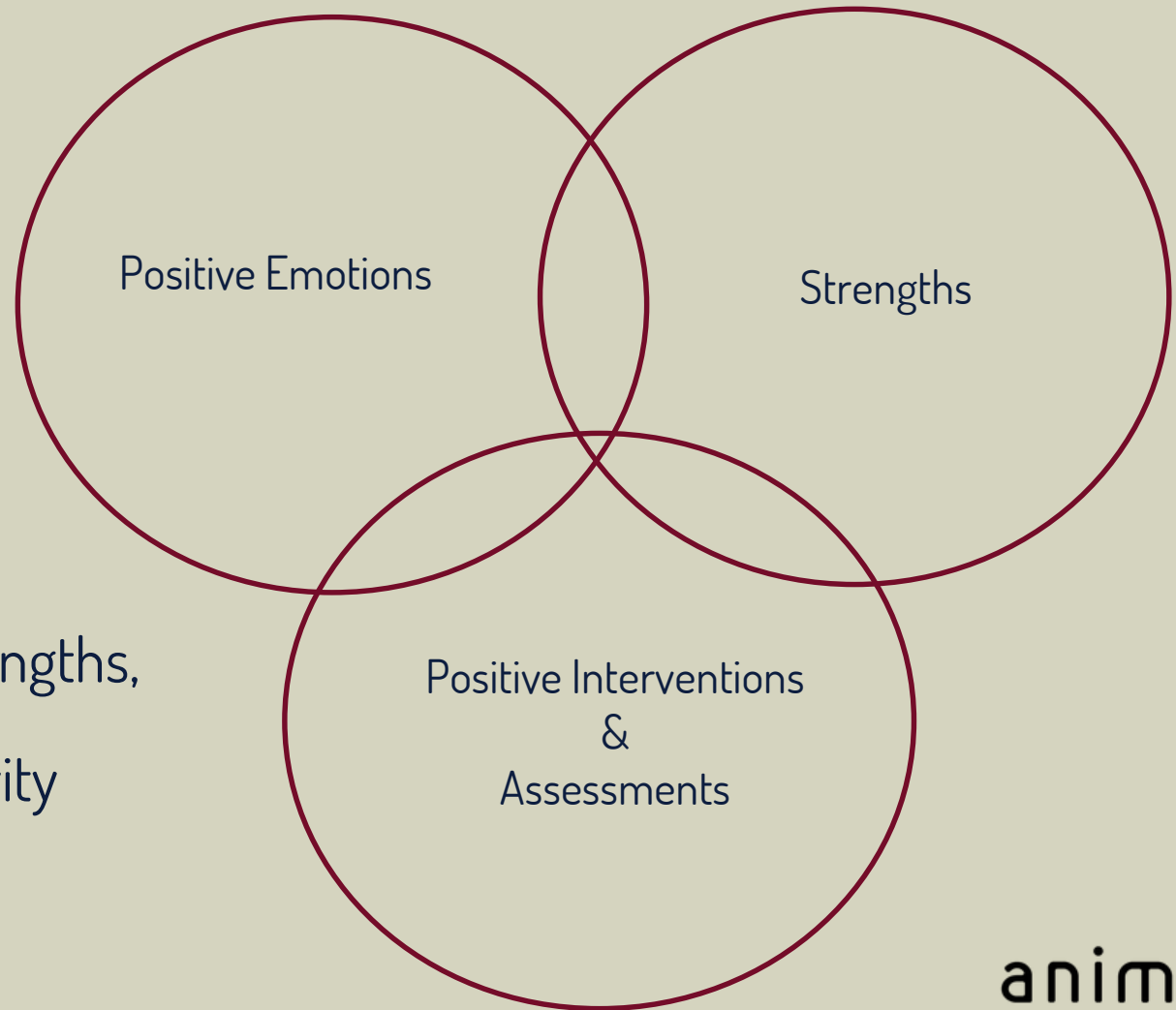


No tested models.
No unified theory.
No rules. Few guidelines.



Positive Psychology Coaching

(Biswas-Diener, 2010)



- Working with strengths, assessment and harnessing positivity



Positive Psychology Coaching

(Biswas-Diener, 2010)



- 5 Tenets of PPC:

- Humans have an **innate drive to grow**, change and overcome.
- Focusing on **strengths** is as powerful, or more powerful, than focusing on weaknesses to achieve success.
- **Positivity** – whether in the form of emotion or hope – is a powerful resource for facilitating change and achieving success.
- Attention must be paid to both **positive and negative aspects** of life in order to address the complete client.
- **Scientifically derived** knowledge and assessment give us unique ways of understanding clients and coaching.



Positive Psychology Coaching "Playbook"

(www.positivepsychology.com)



- CLIENT INFO & CONTACT DETAILS
- SESSION 1 – VALUES AND GOALSETTING
- SESSION 2 – STRENGTHS
- SESSION 3 – BEHAVIORAL CHANGE
- SESSION 4 – OBSTACLES AND COPING
- SESSION 5 – POSITIVE EMOTIONS
- SESSION 6 – EVALUATION AND THE FUTURE





Possible application & techniques

- Listening to wellbeing
- Laddering goals
- Using PP assessment
- Working with strengths (e.g. strengths spotting or strength interview)
- Coaching for flow and engagement
- Learned optimism (explanatory style and “positive thinking”)
- Interventions and homework



Possible application & techniques (cont.)



- Post-traumatic growth
- Mindsets
- Measurement tools (assessment and psychometrics)
- Awakening a positive-existential mindset:
PP 2.0 & how to embrace challenge, anxiety & suffering
- Mindfulness skills & meditation
- Resilience skills





Evidence-based Positive Psychology Interventions

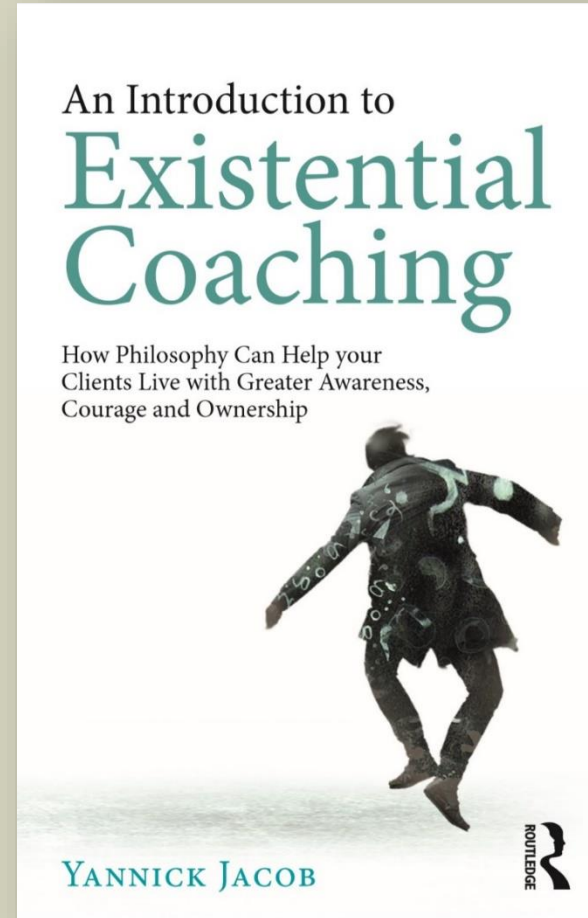
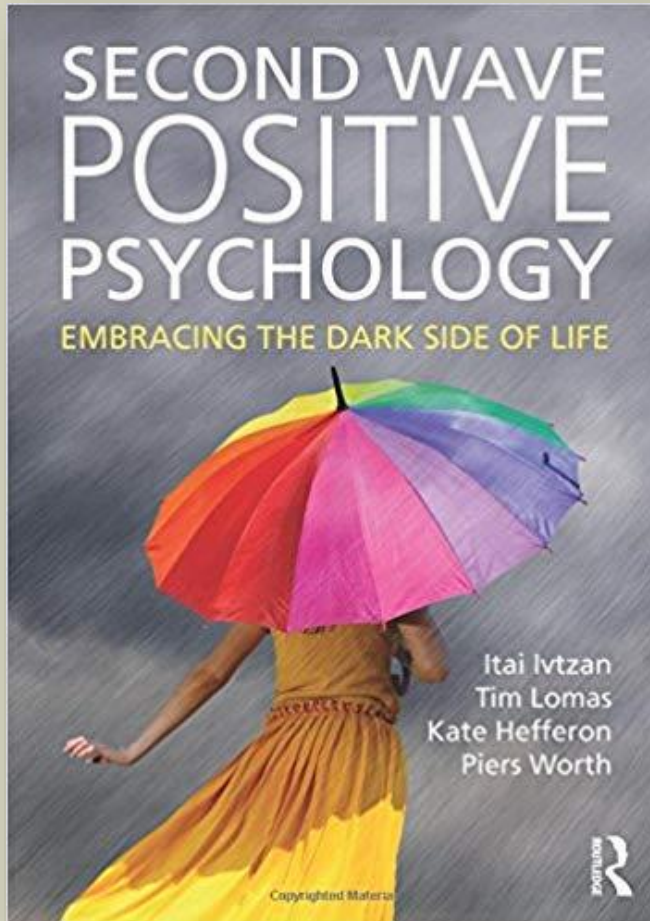
- Expressing gratitude
- Three good things
- Identifying top strengths
- Using strengths in a new way
- Ideal self
- Random acts of kindness
- Positive reminiscence
- Writing interventions
- Exercise
- Active-constructive responding

Ensure client-intervention fit: One-size does not fit all (Lyubomirsky, 2007)



Das Leben ist kein Ponyhof

PP2.0 - Embracing the dark side of existence



Conclusion/Take home message

- Everybody is chasing some form of happiness
- Happiness is more than positive emotions
- Happiness has many facets and pillars
- Happiness is subjective
- Coaches have many options to facilitate happiness
- Happiness coaching can work across a variety of styles
- Happiness doesn't mean you're always feeling "good"



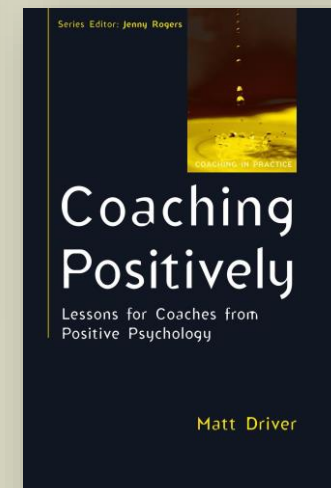
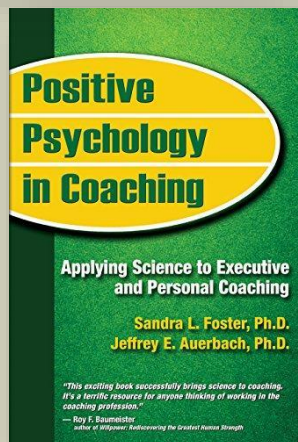
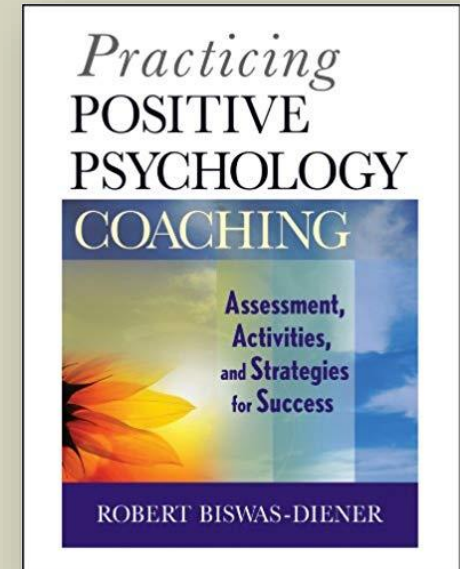
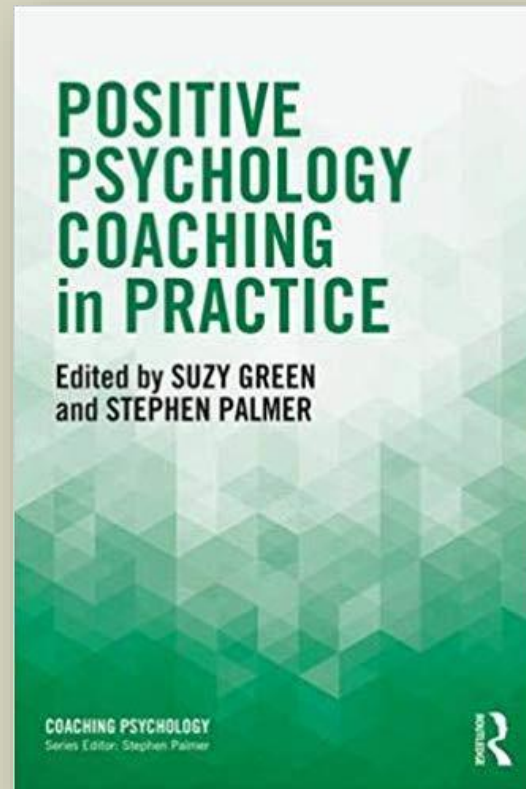
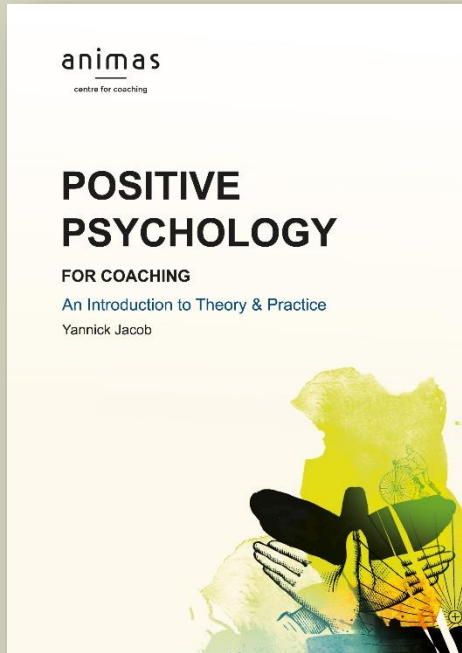


Resources

- **Assessments & questionnaires – test your happiness:**
www.authentichappiness.com
- **Find your strengths:**
www.viacharacter.org
- **Video collection** on Positive Psychology Coaching:
<https://www.youtube.com/playlist?list=PLNDYe2QN5UgiVo74QILVH8tKVCpYA8JQH>
- Keeping up with the **latest research** (without reading lots of papers):
<http://thefLOURISHINGcenter.com/cepp/>
- Great collection of **blogs and resources:**
<https://positivepsychologyprogram.com/blog/>



Further Reading



Further Learning



3rd & 4th August – London

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Now talk to each other!

A note on supervision, reflection and conversation





Let's stay in touch!

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