

Psychology for Coaches – Learning Outcomes

Learning Outcomes for the Course as a Whole:

On completion of the course participants understand the relevance of psychological research to coaching practice and are able to:

- Speak knowledgeably about different psychological tools, theories and frameworks
- Tie specific psychological tools, theories and frameworks to specific ICF core competencies
- Apply psychological research in coaching practice to support desired client outcomes

Learning Outcomes for Week 1:

- Students understand how discourse shapes coaching practice
- Students are able to see their own approach to coaching within the context of the four coaching discourses identified by Simon Western
- Students are better able to articulate their own approach to coaching when contracting with clients

Learning Outcomes for Week 2:

- Students understand transference, defense, splitting and projective identification as they apply to coaching
- Students are able to create a container for clients to integrate their pre-verbal and embodied experience
- Students are better able to build trust and intimacy with clients as a result of being present to the full range of their clients' experience

Learning Outcomes for Week 3:

- Students understand attachment theory, including the three most common attachment styles
- Students are able to see attachment dynamics in their own relationships with clients, and to address these where appropriate
- Students are better able to establish trust and intimacy with clients, even those who struggle with trust and intimacy

Learning Outcomes for Week 4:

- Students understand the history of developmental psychology, from Piaget to Kegan
- Students are able to listen for their clients' developmental stage
- Students are better able to meet their clients where they're at and move them forward by effectively balancing challenge and support

Learning Outcomes for Week 5:

- Students understand behaviorism through the work of John Watson and B.F. Skinner
- Students are able to see client behaviors as a consequence of complex ‘schedules of reinforcement’
- Students are better able to help clients design actions and set goals by leveraging behaviorist principles

Learning Outcomes for Week 6:

- Students understand common cognitive errors that impact long-term planning and decision-making
- Students are able to challenge their clients’ thinking in order to combat cognitive biases
- Students are better able to serve as thought partners to clients, helping them plan and set goals free of cognitive distortion

Learning Outcomes for Week 7:

- Students understand the relationship between biology and behavior
- Students are able to see clients as fluid and in process, even at the biological level
- Students are better able to ask powerful questions that stimulate neuropsychological growth

Learning Outcomes for Week 8:

- Students understand the central themes of existential thought, including death, freedom, authenticity, and responsibility
- Students are able to address client concerns against a backdrop of existential concerns
- Students are better able to ask powerful questions that address both intrapersonal and interpersonal dynamics in the present moment

Learning Outcomes for Week 9:

- Students understand the role of evolution in human psychology
- Students are able to see their clients’ emotions as evolutionary adaptations
- Students are better able to help clients become aware of and manage their emotions

Learning Outcomes for Week 10:

- Students understand the core principles of positive psychology
- Students are able to reflect critically on implicit assumptions of positive psychology
- Students are better able to support the development of positive emotions and sustainable growth in clients

Learning Outcomes for Week 11:

- Students understand a Buddhist approach to personal growth and development
- Students are able to be present to all aspects of their clients' experiences
- Students are better able to support clients as they become more present to their own subjective experience

Learning Outcomes for Week 12:

- Students understand the range of psychological tools, theories and frameworks available to them
- Students are able to identify which specific tools, theories and frameworks they want to integrate into their own coaching practices, and why
- Students are better able to leverage psychological tools, theories and frameworks in support of desired client outcomes