

Psychology for Coaches

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Course Description

In this course participants learn to use psychological tools, theories and frameworks to deliver more transformative results to coaching clients.

Exploring points of tension between different schools of psychology, including psychoanalysis, behaviorism, developmental psychology, cognitive psychology, evolutionary psychology, positive psychology, and Buddhist psychology, the course focuses on three key questions:

1. How do we become who we are?
2. Can people change and, if so, how?
3. How can coaches create the optimal context for clients to change in the ways that they want to change?

The week-by-week course breakdown is as follows:

1. Introduction
2. Psychoanalysis (Freud, Klein, Bion)
3. Attachment Theory (Bowlby, Ainsworth)
4. Developmental Psychology (Piaget, Kohlberg, Kegan)
5. Behaviorism (Watson, Skinner)
6. Cognitive Psychology (Gilbert, Wilson)
7. Evolutionary Psychology (Dawkins, Buss)
8. Existential Psychotherapy (Van Deurzen, Yalom, Bugental)
9. Biological Psychology (Damasio, Doidge)
10. Positive Psychology (Seligman, Frederickson)
11. Buddhist Psychology (Olendzski, Epstein, Chodron)
12. Integration

On registration participants receive an electronic copy of all course readings. Participants in North America receive a hard copy at no additional cost.

This course is delivered over zoom, with weekly group coaching calls.

Learning Outcomes

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

Course Requirements

In order to be eligible for ICF CCEUs students must complete the following:

- Submit and share with other group members at least 8 Weekly Reading Summary Forms prior to 8 of the 12 Weekly Group Calls.
- Attend at least 8 of the 12 Weekly Group Calls from beginning to end, via video conference
- Submit and share with other group members an integration paper of minimum 1000 words prior to the final group call, explaining how the student has integrated one or more psychological theories, tools or frameworks into their own coaching practice.

Please note Weekly Group Calls are focused on the *application* of psychological tools, theories and frameworks to coaching practice. Consequently, students are expected to have completed all assigned readings and the Weekly Reading Summary Form prior to each Weekly Group Call.

Course Readings

Week 1 – Introduction

Western, S. (2017). 'Key discourses of coaching.' In Bachkirova, T., Spence, G., Drake, D. (Eds). *The Sage Handbook of Coaching*. London: Sage.

Week 2 – Psychoanalysis

Shedler, J. (2005). *That was then, this is now*. Available at jonathanshedler.com.

Klein, Melanie. (1996). 'Notes on some schizoid mechanisms.' *Journal of psychotherapy practice and research* 5(2), 164-179.

Ogden, T. (2008). 'Bion's four principles of mental functioning.' *Fort Da*, 14B, 11-35.

Week 3 - Attachment Theory

Karen, Robert. (1990). 'Becoming Attached.' *The Atlantic Monthly* (February, 1990).

Sue Johnson. (2008). 'Love – a revolutionary new view.' In *Hold me tight: Seven conversations for a lifetime of love*. Chapter 1, pp. 13-27. New York: Little Brown and Company

Week 4 – Development Psychology

Hock, R. (2013). 'Out of sight but not out of mind.' In *Forty studies that changed psychology*. 7th edition. pp. 134-143. New Jersey, USA: Pearson

Hock, R., (2013). 'How moral are you?' In *Forty studies that changed psychology*. 7th edition. pp. 143-150. New Jersey, USA: Pearson

Kegan, R. (2009). *Immunity to change: How to overcome it and unlock the potential in yourself and your organization*. Boston, Mass.: Harvard Business Review Press.

Week 5 – Behaviorism

Watson, J. B. (1913). 'Psychology as the behaviorist views it.' *Psychological Review*, 20(2), 158-177.

Skinner, B. F. (1974). Excerpt from *About behaviorism*. pp. 208-221. Oxford, England: Alfred A. Knopf.

Skinner, B. F. (1971). 'A technology of behavior.' Chapter 1 in *Beyond freedom and dignity*. London: Penguin Books.

Week 6 – Cognitive Psychology

Gertner, John. (2003). 'The futile pursuit of happiness.' *The New York Times*.

Wilson, T., and Gilbert, D. (2005). 'Affective Forecasting: Knowing what to want.' *Current Directions in Psychological Science* 14(3), 131-134.

Week 7 – Biological Psychology

Damasio, A. R. (1994). 'Unpleasantness in Vermont.' Chapter 1 of *Descartes' error: Emotion, reason, and the human brain*. New York: Putnam.

Doidge, N. (2007). 'Acquiring tastes and loves.' Chapter 4 of *The brain that changes itself: Stories of personal triumph from the frontiers of brain science*. New York: Viking.

Week 8 – Existentialism

Van Deurzen, E., & Arnold-Baker, C. (2005). Chapters 1 & 2 of *Existential perspectives on human issues: A handbook for therapeutic practice*. London: Palgrave Macmillan.

Krug, Orah T. (2009). 'James Bugental and Irvin Yalom: Two Masters of Existential Therapy Cultivate Presence in the Therapeutic Encounter.' *Journal of Humanistic Psychology* 49(3) 329-354.

Week 9 – Evolutionary Psychology

Dawkins, R. (1989). Chapter 1 of *The selfish gene*. Oxford: Oxford University Press.

Buss, D. (1995). 'Evolutionary Psychology: A new paradigm for psychological science.' *Psychological Inquiry* 6(1) 1-30.

Leda Cosmides and John Tooby. (2000). 'Evolutionary Psychology and the Emotions.' In Michael Lewis & Jeannette M. Haviland-Jones (Eds.) *Handbook of Emotions*, 2nd Edition. NY: Guilford.

Hill, Sarah & Buss, David. (2010). 'The Evolutionary Psychology of Envy.' In Richard Smith (Ed.) *Envy: Theory and Research*. Oxford: Oxford University Press.

Week 10 – Positive Psychology

Seligman, M. E. P., & Csikszentmihalyi, M. (2000). 'Positive psychology: An introduction.' *American Psychologist*, 55(1), 5-14.

Christopher, John & Hickinbottom, Sarah. (2008). 'Positive Psychology, Ethnocentrism, and the Disguised Ideology of Individualism.' *Theory & Psychology* 18. 563-589.

Fredrickson, Barbara. (2014). Chapter 2 in *Love 2.0: Creating happiness and health in moments of connection*. New York: Plume.

Week 11 – Buddhist Psychology

Olendzki, Andrew. (2003). 'Buddhist Psychology.' In Seth Segall (Ed.) *Encountering Buddhism: Western Psychology and Buddhist Teachings*. New York: SUNY Press.

Epstein, M. (1998). Introduction to *Going to pieces without falling apart: A Buddhist perspective on wholeness*. New York: Broadway Books.

Epstein, M. (2007). 'A Buddhist view of emotional life.' In *Psychotherapy without the self: A Buddhist perspective*. New Haven: Yale University Press.

Chödrön, P. (1997). 'Intimacy with fear.' In *When things fall apart: Heart advice for difficult times*. Boston: Shambhala.

About the Instructor

Julian Humphreys is a Professional Certified Coach (PCC) with a PhD in Education from the University of Toronto. He is the founder and former Editor-in-Chief of *Philosophy of Coaching: An International Journal*. He has taught applied psychology at Boston University and Ryerson University, and presented his research at international conferences, including at UNESCO and Harvard.

Julian is based in Toronto, Canada, and is married with two young children.

For a more complete bio visit julianhumphreys.com.