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Coaching Using Contextual Behavioural Science

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Disclosures

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Relevant Financial Relationships:

- Employed in, and research funded by, the Institute of Management Studies, Goldsmiths, University of London (www.gold.ac.uk/institute-management-studies)

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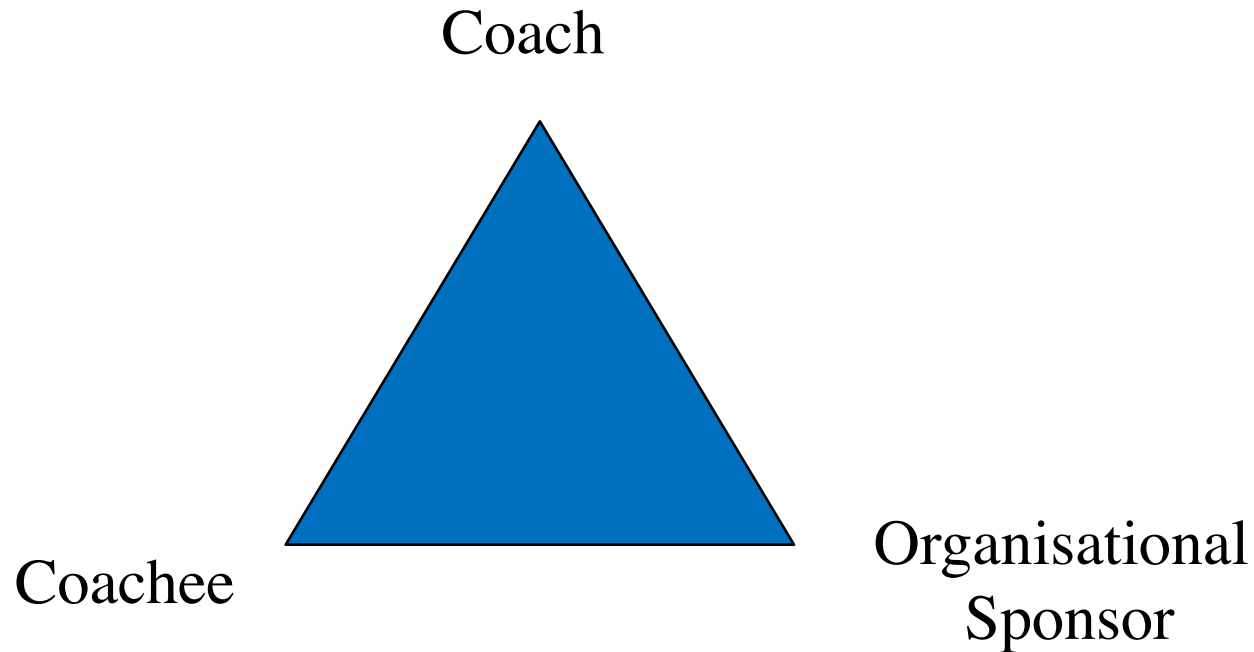
Introductions

- Who you are
- Your background
- Something you hope to get out of today

What is Coaching?



The Tripartite Nature of Coaching



Coaching vs Therapy



Coaching vs Therapy

- Duration of the relationship
- Professional accreditation
- Formality
- Routes in
- Topics we focus on
- Functioning of the client...
- What does success look like?

CBS Coaching vs Trad Coaching

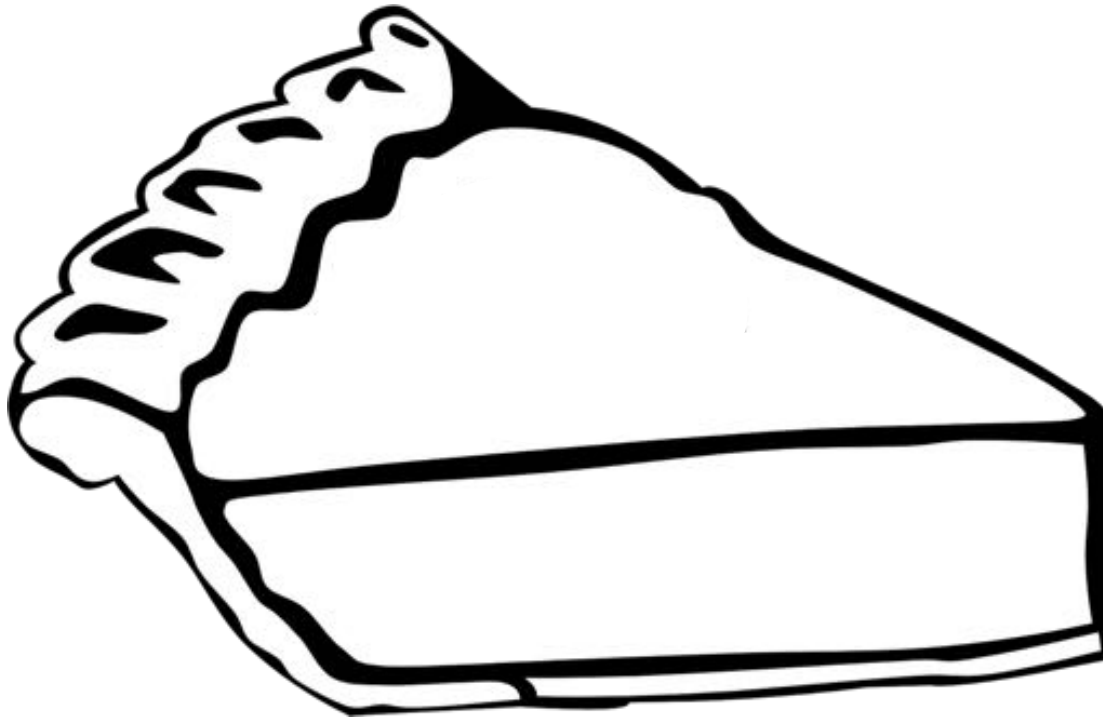
- Coaching stance
- Evidence base
- Models used
- Expectations
- Use of self

Why CBS?

- Lack of regulation in coaching practice
- Poor quality evidence for coaching interventions in general
- Few coaching interventions are theoretically informed
- Good evidence-based for CBS interventions
- Theoretical power of process-oriented model of human functioning and languaging

The Principles Behind CBS Coaching

Is Pie Good or Bad?



Functional Contextualism

- Function – the effect/impact an event has
- Context – where it happens



Understanding Behaviour

CONTEXT

Learning history

Genetics & Epigenetics

Emotions



Physical environment

Culture

Interpersonal environment

The Importance of Goals

- In functional contextualism, events can only be evaluated in relation to a goal
- ‘Does it help?’ rather than ‘Is it true?’



Workability

- Nothing is ‘good’ or ‘bad’, ‘true’ or ‘false’ intrinsically
- We can only evaluate things in relation to a context and a goal
- Ask is it helpful or unhelpful in moving towards the goal

Human Learning

- Our learning is additive, so we can't delete thoughts, feelings, memories, etc.
- Extinction is possible through new direct experiences



Memory Game

- Pick a memory
- It can be anything, something that happened today or something from your childhood?
- Now delete that memory

Can We Control Our Thoughts?

- ‘Not X’ still activates ‘X’
- Our thinking tends to dominate over our experiencing of the world. This means we try to think our way out of issues
- Trying not to think something doesn’t get rid of it

Do Not Think About a White Bear



Do Not Feel Anxious



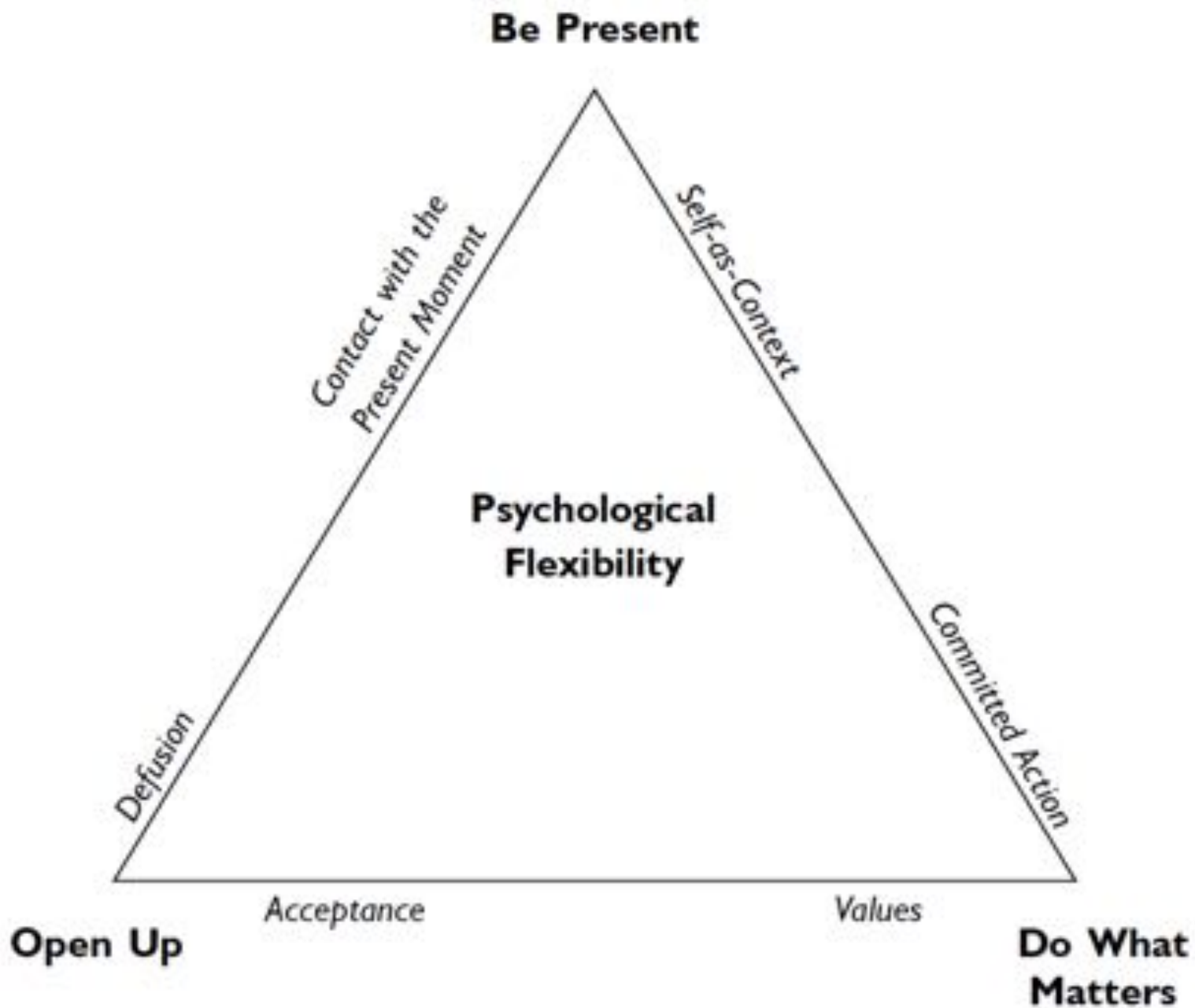
The Starting Point in CBS Coaching

- We might have some ‘stuff’ we don’t want and can’t get rid of
- What we do naturally in response might not work
- Flexibility means we are open to trying something different that might be a more effective response

Psychological Flexibility

“... the ability to fully contact the present moment and the thoughts and feelings it contains without needless defense and, depending upon the situation, persist in or change behavior in the pursuit of values and values-based goals.”

(Flaxman, Bond & Livheim, 2013)



Your Perfect Day



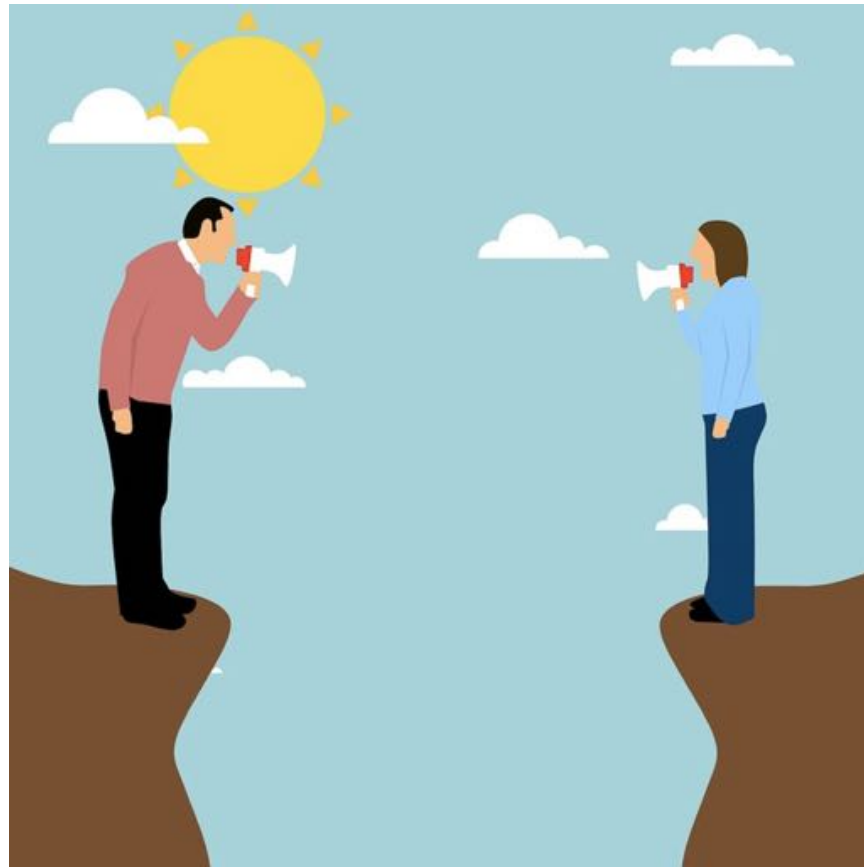
Mindfulness



Noticing the Journey



Perspective Taking

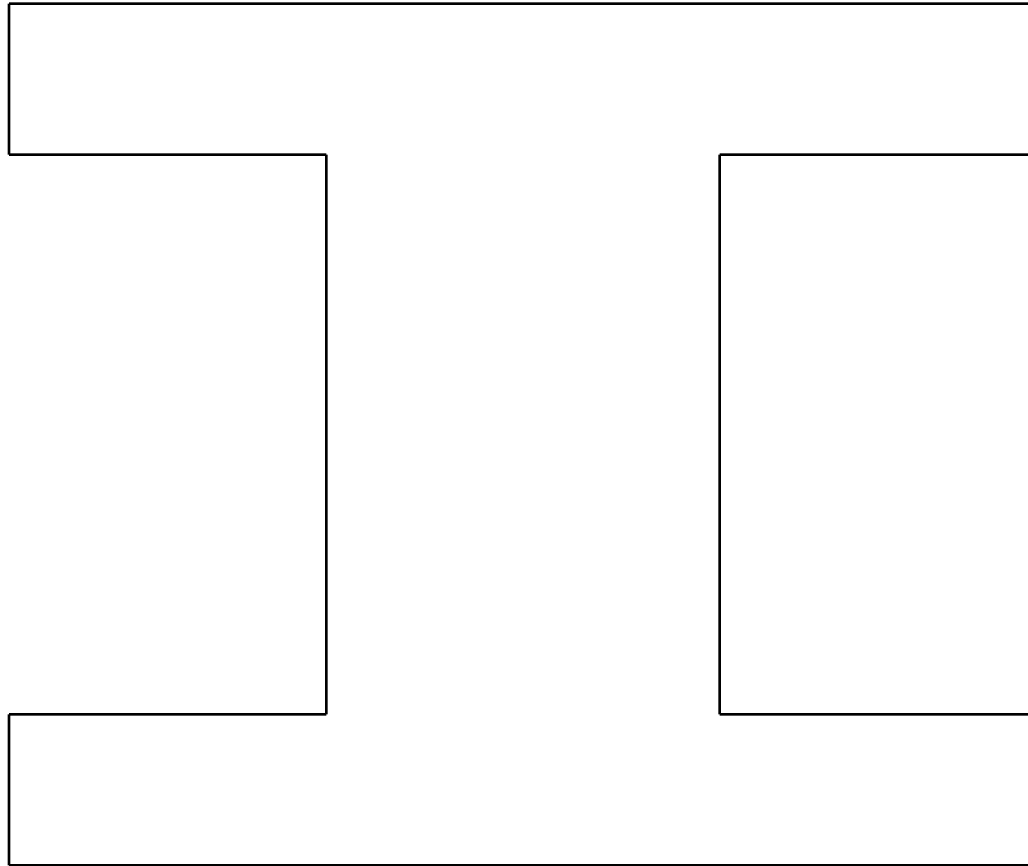


The ACT Matrix



The Matrix
Kevin Polk, Ph.D.

Self-Acceptance



Demons on the Boat



Will You Go Through the Swamp?



Common Coaching Topics from a CBS Perspective

For each of the following...

- Consider the behaviours
- Consider the thoughts
- How is it making life difficult?
- Why might they be seeking support?
- What might be a starting point from an ACT perspective?

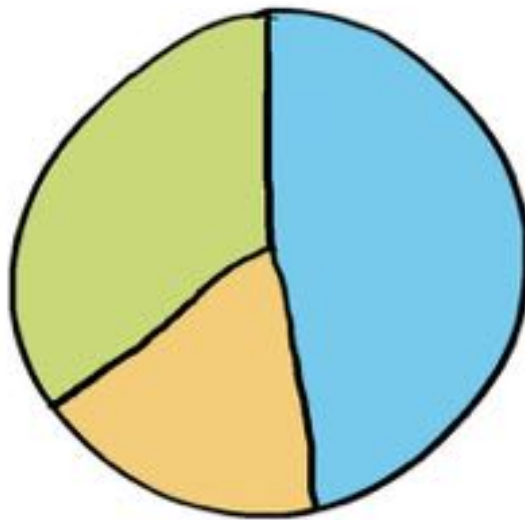
Procrastination



Fear of Failure



Imposter Syndrome



-  PEOPLE WHO GET IMPOSTER SYNDROME
-  OTHER PEOPLE WHO GET IMPOSTER SYNDROME
-  LITERALLY EVERYONE ELSE (THEY ALSO GET IMPOSTER SYNDROME)

EVERYONE FEELS LIKE AN IMPOSTER
SOMETIMES, AND THAT'S OKAY

ERRANTSCIENCE.COM

Networking



Stress



Perfectionism



Career Decisions



Work-Life Balance



Career/Work Apathy





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