

Therapy with a Coaching Edge

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Psychotherapy Networker Symposium 2018

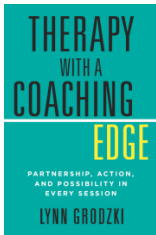
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Therapy + Coaching =



- Results in single session
- Goal setting is faster
- Sessions have lightness, humor
- Retention improves
- Large range of topics

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A new, working, additive model of therapy


- Foundation
 - Positioning
- Skills
- Integration

Our agenda for today!
Note: All cases are composites.

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Foundation:

What is the difference between Therapy vs. Coaching?




**Who
Where
What
How**

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There is a singular Style of Coaching

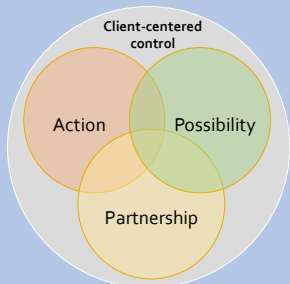
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Coaching Approach

"A coaching style is consistently positive, constructive, motivational, inspiring, and effective."

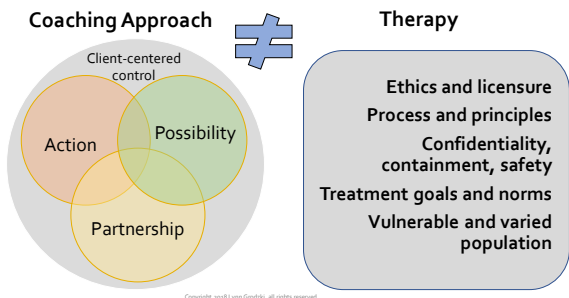
Daniel Goleman, Harvard Business Review

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Coaching Approach = "Pure" Coaching

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Agenda Review: our progress so far

- ☑ **Foundation:** Target the potential of the therapy model and avoid pitfalls
 - Distinctions between therapy and coaching
 - Advantages in combining both
 - Need for rigor and intention
 - Model of adaptation and modification

Positioning: Set-up that advances this therapy model



1. Assess clients
2. Therapist's role
3. Session structure

Who is "coachable" in therapy?

Adults, mature adolescents:

- Moderate diagnosis
- Functional
- Like faster pace
- Handle less transference
- Tolerate optimism

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1. Assess clients

Client preference

- Are you seeking short- term or longer-term therapy?
- Do you want therapy sessions that focus on what to do about the present and future, or more on understanding your past?
- Do you want a therapist who primarily listens and lets you talk and think, or one who voices thoughts and opinions?
- Do you like to have homework, reading, or action steps to take between sessions?

See website: Counselingsilverspring.com

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Identify Client Suitability:

- Client preference
- Client challenges
- Client capacity

Client challenges: diagnosis

- ✓ Moderate internal struggles
 - ✓ Mild cognitive distortions
 - ✓ Relationship issues
 - ✓ External stressors
 - X Trauma, PTSD, crisis
 - X Axis 2
 - X Active addiction
 - X Dual diagnosis
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Identify Client Suitability:

- Client preference
- Client challenges
- Client capacity

Client capacity

- ❑ Functions in a safe way in the world.
- ❑ Can (with help) identify, set and begin to follow through on goals.
- ❑ Can relate to the therapist without undue projection or transference.
- ❑ Can allow and utilize the therapist's support to stay on track with treatment.

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Identify Client Suitability:

- Client preference
- Client challenges
- Client capacity

Positioning: Set-up that advances this therapy model



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2. Therapist's role

Reduce Therapist Hierarchy

- Leading vs. following
- Defuse negative/erotic transference
- Be model of services
- Use appropriate self disclosure

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Shift therapist's role toward collaboration

Use appropriate self-disclosure

- Research shows positive effects
- Clients cite better relatedness
- Can repair therapeutic alliance when broken

Use intention and care.

Henretty, J. & Levitt, H. (2009). The role of therapist self-disclosure in psychotherapy: A qualitative review. *Clinical Psychology Review*.
Zur, O. (2016). *Self-Disclosure & Transparency in Psychotherapy and Counseling: To Disclose or Not to Disclose, This is the Question.*

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Shift therapist's role toward collaboration

Positioning: Set-up that advances this therapy model



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3. Session Structure

Results in Every Session

- Sessions have beginning, middle and end
- Clarify progress in the moment
- **Learn to spot results**

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Use "Getting to Yes" session structure

Results = behaviors that indicate progress in session

- Insight, cognition
- Affect
- Articulation
- Strengths
- Self-control
- Self-reflection

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Use "Getting to Yes" session structure

Retention:

Learn the language of **wants** versus **needs**.



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Positioning: Set-up that advances this therapy model



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- ✓ Identify client suitability
- ✓ Shift therapist role toward collaboration
- ✓ Use "Getting to Yes" session structure

Therapy with a Coaching Edge

Model of Therapy

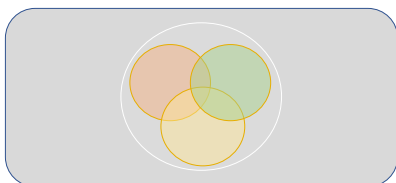


Agenda Review: our progress so far

- ✓ **Foundation:** Understand the distinctions between therapy and coaching, rigor and intention, need to adapt and modify coaching approach.
- ✓ **Positioning:** Identify client suitability; Shift toward therapist collaboration; Getting to Yes session structure

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Skills: Adapt and modify coaching skills for use in Therapy



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- Skill
- Case study
- Exercise
- Integration
- Worksheet

Skills for **Partnership**

- #1: Ask Effective Questions
- #2: Be a Strategist with a Twist
- #3: Add Humor and Lightness

Skills for **Action**

- #4: Call a Client into Action
- #5: Add Shared Accountability
- #6: Deliver a Coaching Edge

Skills for **Possibility**

- #7: Align with Core Values
- #8: Find Metaphors that Matter
- #9: Design a Plan for Life

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Questions Used in Therapy



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Coaching Edge Skill:

#1: Ask Effective Questions



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- Clear
- Open-ended
- Direct
- Create an "ah-ha" moment

Practice your ability to intentionally ask effective questions

- Enhance Insight
- Challenge Limited Beliefs
- Prompt New Options

Timing and pacing is everything.

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How Do You Help Clients Get Moving?



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Prochaska's Stages of Change:

- Precontemplation
- Contemplation
- Preparation → Readiness → Action

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Coaching Edge Skill:

#4: Call a Client into Action



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Assist readiness.


<p>1. Lower the bar. Assess readiness. Small steps count. Cheerlead.</p> <p>2. Make action steps relevant. Define the larger vision. Reframe failure. Focus on wants, not just needs.</p> <p>3. Its an experiment. Lighten up, stay curious. Debrief all action attempts between sessions and ask:</p> <ul style="list-style-type: none"> • What did you learn? • What do you need to do more of? Less of? • How are you stronger? 	<p>Skill #4: Call a Client into Action</p>
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When Do You Challenge a Client?




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<p>Coaching Edge Skills:</p> <p>#6: Deliver a Coaching Edge</p>		<p>For the benefit of the client</p> <p>Face to face</p> <p>With compassion</p>
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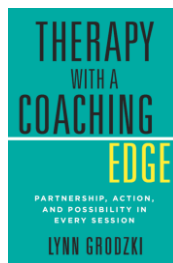
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<p>Exercise:</p> <p>Think of your <i>least</i> successful therapy client right now.</p> <p>What challenging message could you deliver ?</p> <p>What would it take for you to do this?</p>		<p>Skill #6: Deliver a Coaching Edge</p>
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<p>Clarity</p> <p>Ideas</p> <p>Language</p> <p>Skills</p> <p>Steps</p> <p>Validation</p>	<p>Integration:</p> <div style="text-align: center;">  </div> <p>What will you take away?</p>
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Therapywithacoachingedge.com
Order at: Amazon.com / W.W. Norton

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