

# WHAT COMMON FACTORS CONTRIBUTE TO COACHING EFFECTIVENESS?



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Research funded by the Institute of Coaching @ McLean  
Hospital (Harnish Grant 2017)

# WEBINAR CONTENT

Research design

Preliminary findings

Implications for practice

Q&A

# RESEARCH QUESTIONS



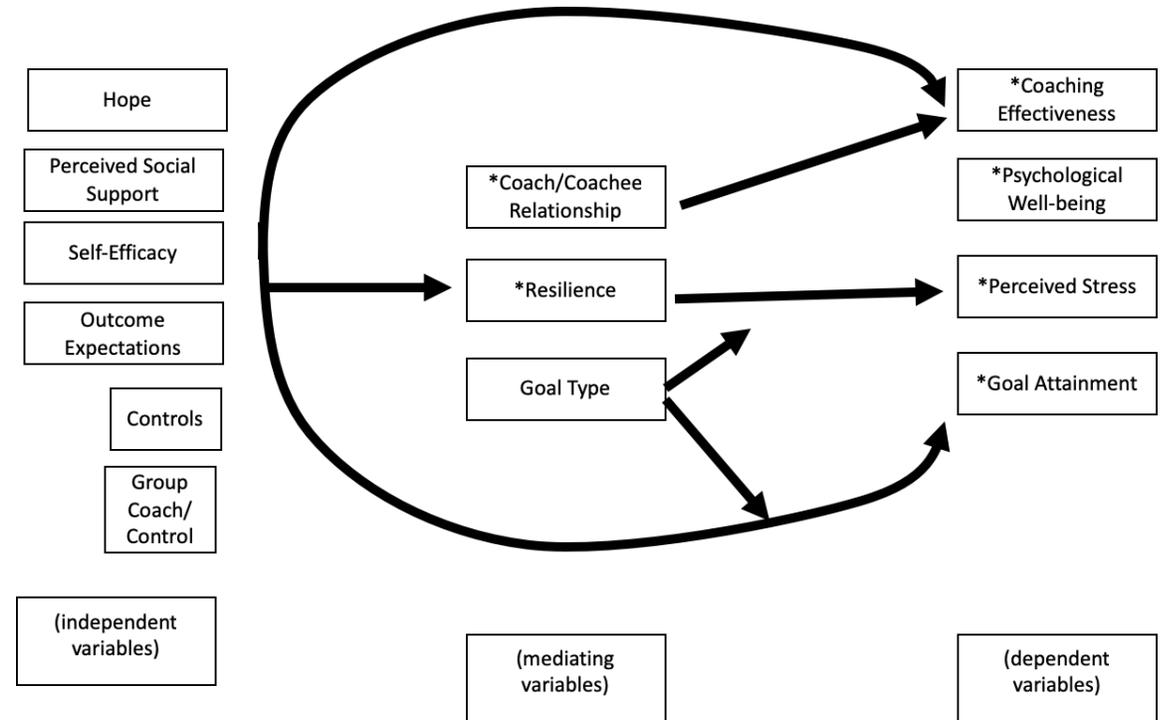
Does receiving coaching result in increased psychological well-being, goal attainment and resilience and decreased perceived stress?



Amongst those receiving coaching, what common factors\* contribute most to a successful coaching outcome?

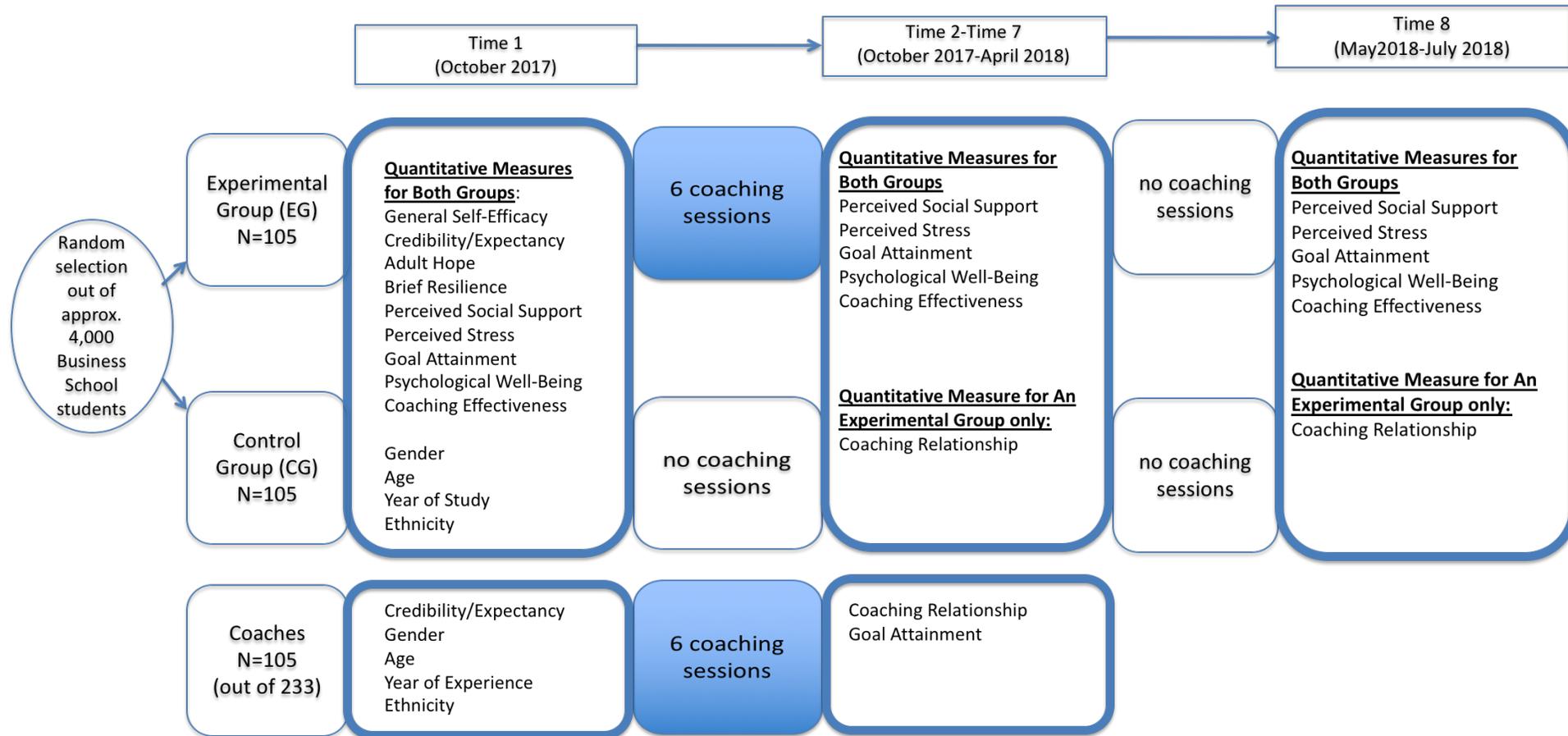
\*common factors: self-efficacy, outcome expectations hope, perceived social support and coaching relationship

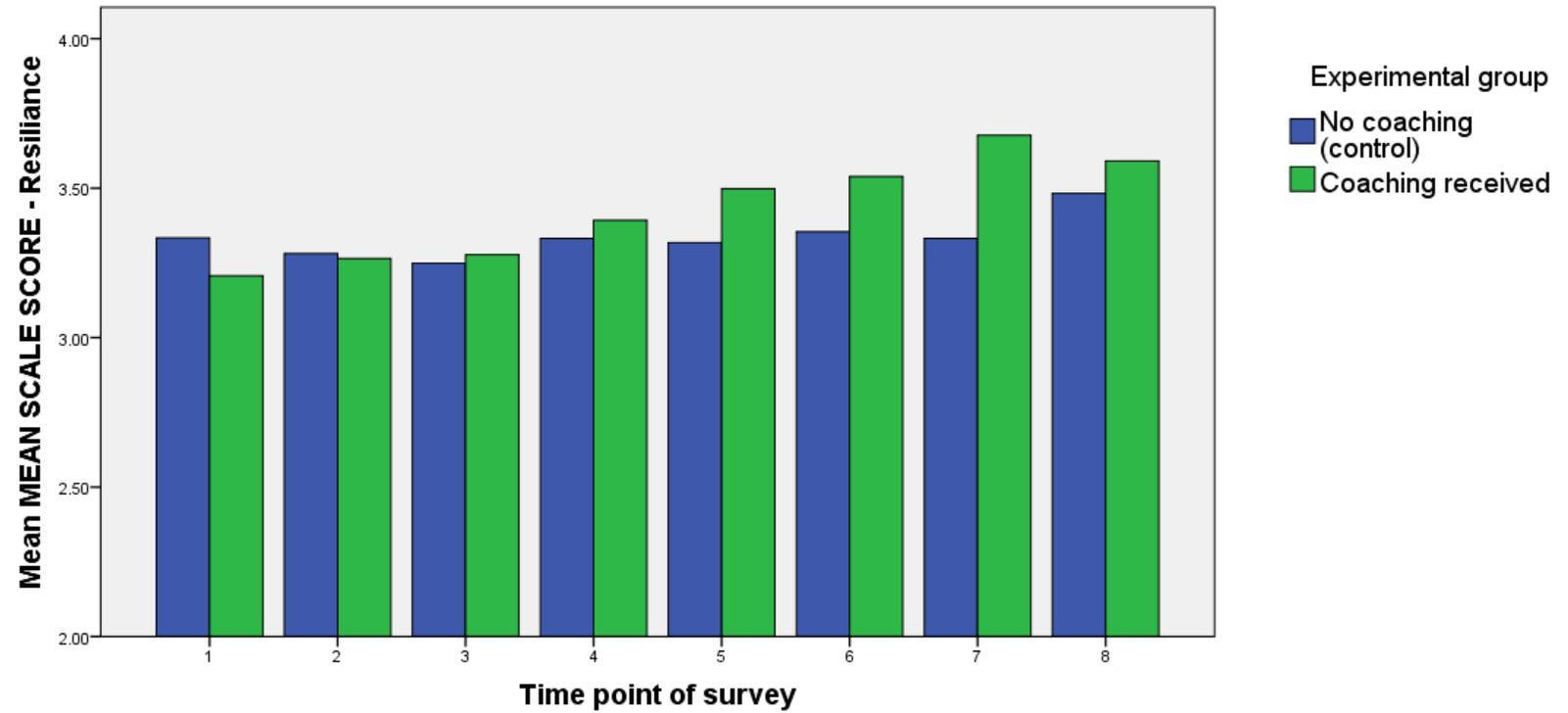
# RESEARCH MODEL



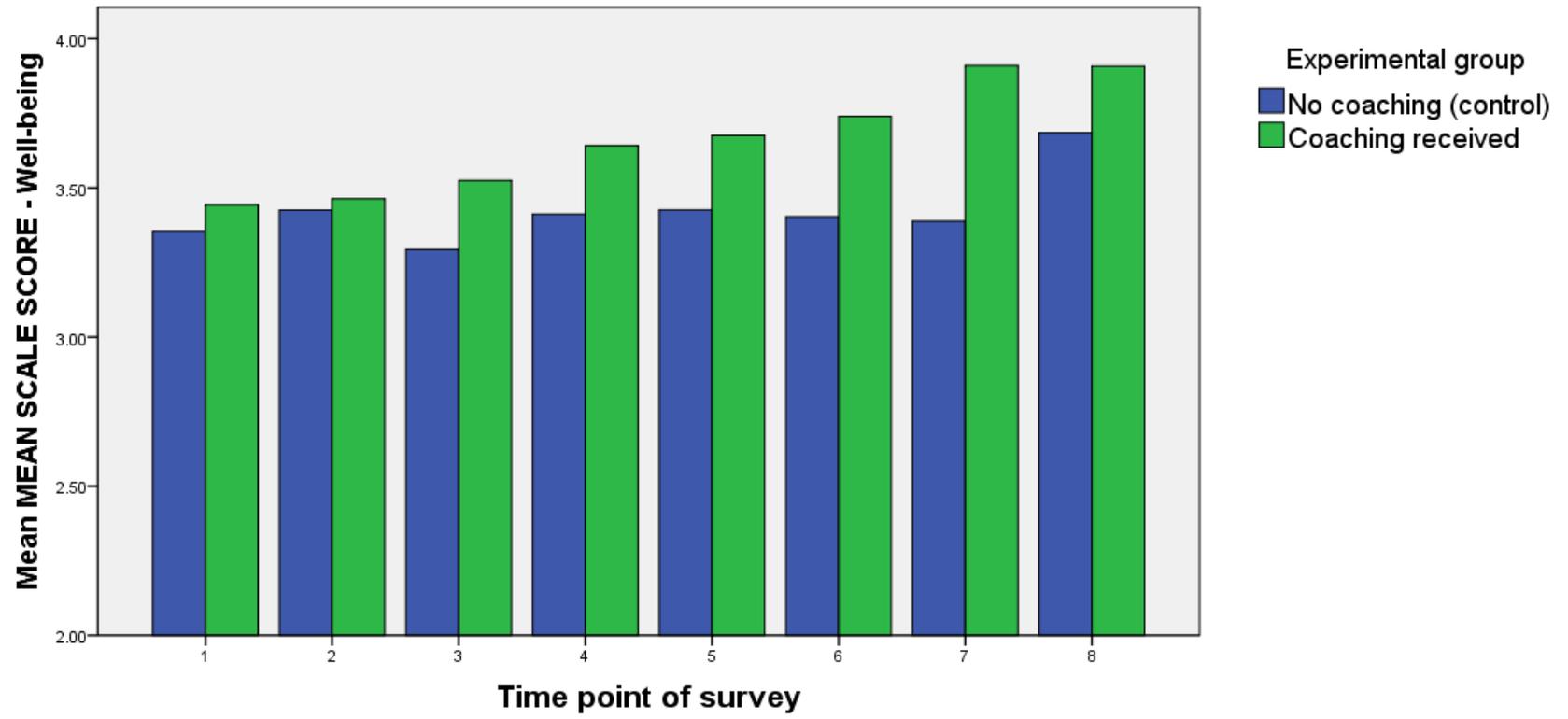
(longitudinal study)  
All dimensions with a \* can be measured both in terms of the strength of the relationship and its change over time

# RESEARCH DESIGN

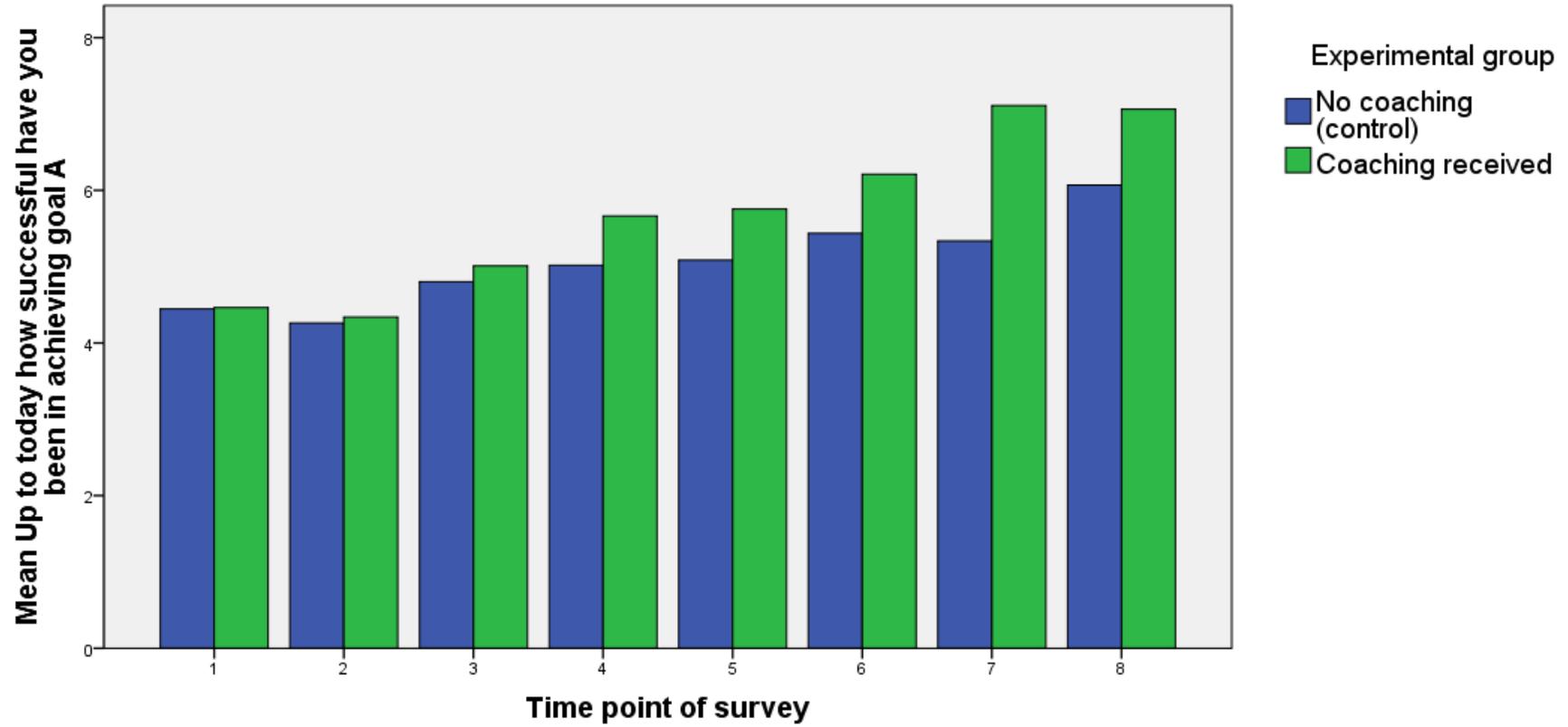




# PRELIMINARY FINDINGS RESILIENCE

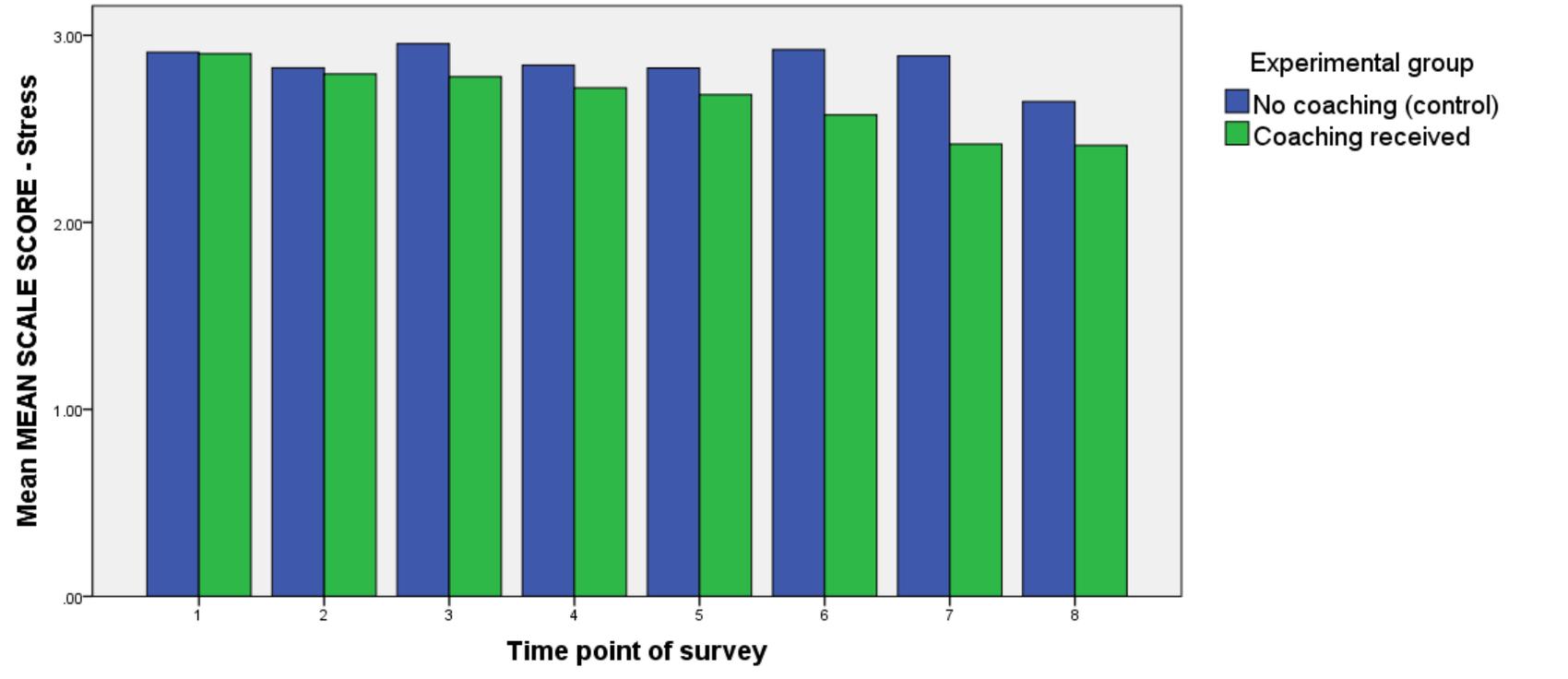


PRELIMINARY FINDINGS  
WELLBEING



# PRELIMINARY FINDINGS

## GOAL ATTAINMENT

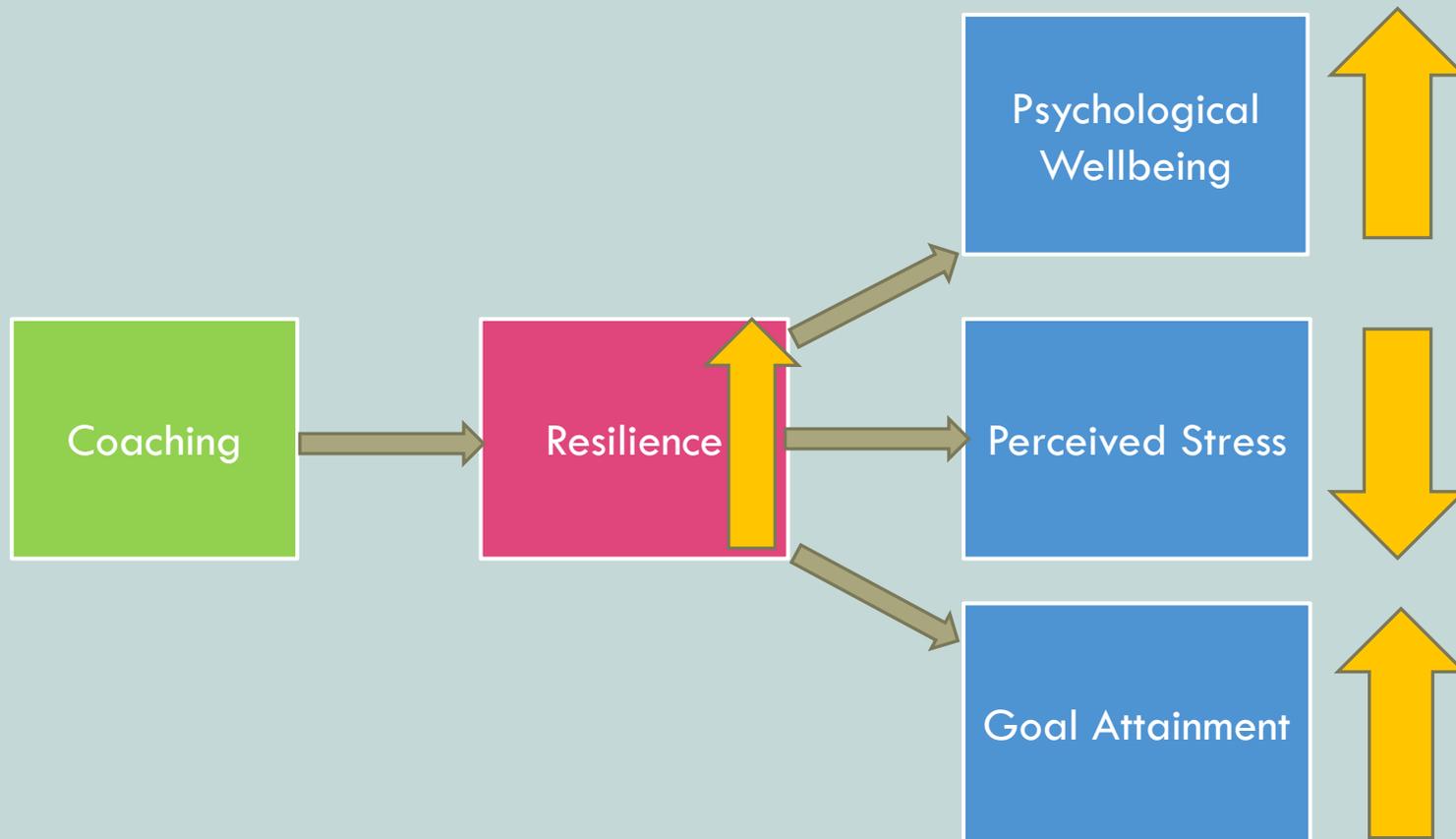


PRELIMINARY FINDINGS  
PERCEIVED STRESS

# FOR THE FIRST TIME: A 'DOSE-EFFECT' CURVE IN COACHING



# SUMMARY OF PRELIMINARY FINDINGS



# IMPLICATIONS FOR PRACTICE: COACHING EFFECTIVENESS

Coaching effectiveness statistically confirmed:

using the randomized controlled trial (RCT) design as it is considered the gold standard in clinical research (Leichsenring, 2005)

longitudinal study – eight data points

large experimental and control groups

# IMPLICATIONS FOR PRACTICE: COACHING EFFECTIVENESS MEASURES

Resilience (Smith *et al.*, 2008)

Psychological Wellbeing (Tennant, 2007)

Goal Attainment (Spence, 2007)

Perceived Stress (Cohen *et al.*, 1983)

CE Measure (de Haan *et al.*, 2016)

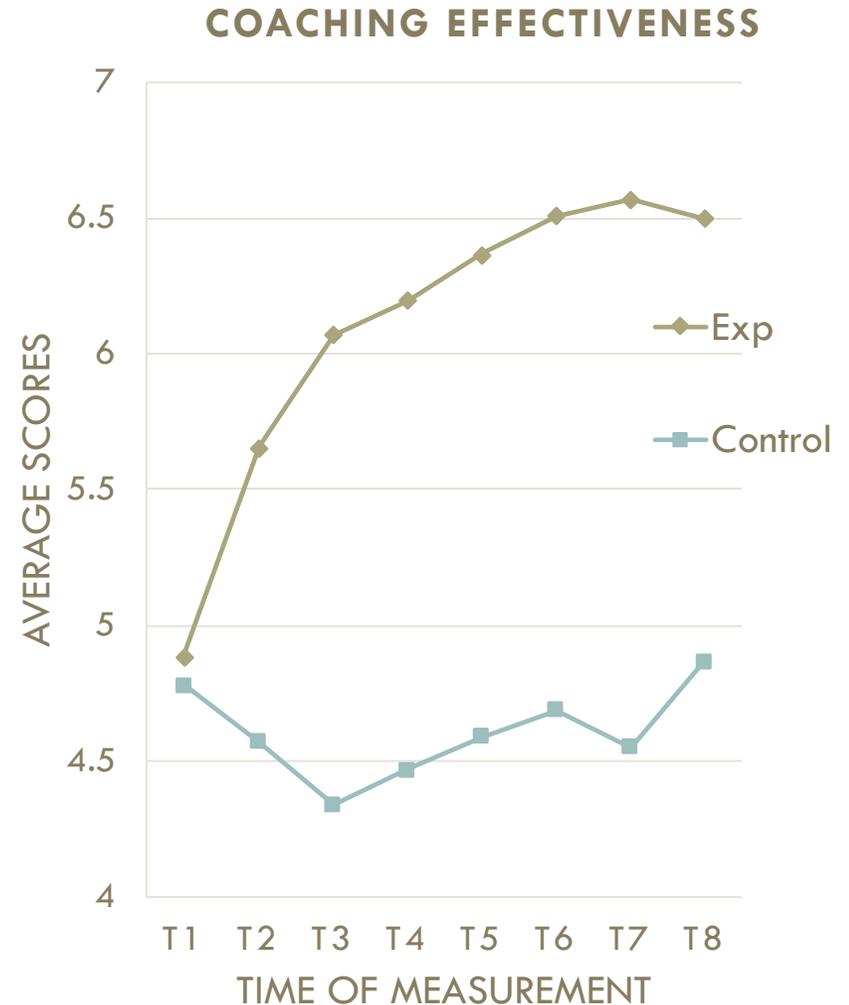
**Q: What are the measures that the corporate environment would be interested in?**

# IMPLICATIONS FOR PRACTICE: 'DOSE-EFFECT' CURVE

The increase rate in the effects of coaching is higher at initial sessions

It lowers at the following sessions

**Q: What is the optimal number of coaching sessions?**



# IMPLICATIONS FOR PRACTICE: RESILIENCE

Resilience is the mediator between coaching and outcome variables

Coaching to focuses on strategies that increase clients' resilience

**Q: What are the best strategies to increase resilience using coaching?**

I tend to bounce back quickly after hard times.

I have a hard time making it through stressful events.

It does not take me long to recover from a stressful event.

It is hard for me to snap back when something bad happens.

I usually come through difficult times with little trouble.

I tend to take a long time to get over set-backs in my life.

**Brief Resilience Scale (Smith *et al.*, 2008)**

# IMPLICATIONS FOR PRACTICE: COMMON FACTORS

Perceived social support positively related to changes in psychological wellbeing

Friends and family matter

**Q: How can you encourage your coachee to build or strengthen his/her social connections?**

**There is a special person who is around when I am in need.**

**There is a special person with whom I can share my joys and sorrows.**

**My family tries to help me.**

**I get the emotional help and support I need from my family.**

**I have a special person who is a real source of comfort to me.**

**My friends really try to help me.**

**I can talk about my problems with my family.**

**I have friends with whom I can share my joys and sorrows.**

**There is a special person in my life who cares about my feelings.**

**Things that happen to me are a result of my actions.**

**My family is willing to help me make decisions.**

**I can talk about my problems with my friends.**

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