



WELCOME

GREG

LINDSEY

MATT

RYAN

STEPHANIE

LSCC TRAINING PROGRAM - WORKSHOP 1 LIVE LECTURE



CHECK - IN

1 WRITE DOWN A NUMBER ON THE SCALE OF 1-100 THAT REPRESENTS YOUR SENSE OF OVERALL WELL-BEING RIGHT NOW.

Share in chat

2 IN A FEW WORDS, WHAT ARE YOU MOST CURIOUS ABOUT AS WE BEGIN THIS WORKSHOP?

Share out loud



DESIGNED ALLIANCE



ASSUMPTIONS

Naturally CRWR

Unique & Valuable

Worthy of Being Championed

Capable of Solving Complex Problems

Ready to Live at Choice



AGREEMENTS

Confidentiality

Challenge by Choice

Fierce Wonder

Authentic Presence

Wholehearted



SAFETY NORMS

What do you know you will need to co-create a brave learning space?

Giving space for each person to be silent and to share without pressure to perform

Sharing examples when a question is asked

Not finishing each others thoughts or sentences

Freedom of movement



LET'S LOOK AT THE ROOTS

What is now known as “positive psychology” grew out of the roots of Black and feminist psychology.



JOSEPH WHITE

Co-Founder of the Association of Black Psychologists formed in 1968, known as the “father of Black psychology”, published his classic work **“Toward a Black Psychology”** in 1970



CAROL GILLIGAN

Feminist psychologist that challenged the patriarchal ideas of higher levels of moral reasoning, publishing her iconic work **“In a Different Voice”** in 1982



MARTIN SELIGMAN

The only unanimously elected president of the American Psychological Association in 1998, resigned shortly after and started the Center for Applied Positive Psychology at UPenn. Known as the “father of positive psychology.”

“BLACK/AFRICAN CENTERED PSYCHOLOGY IS ULTIMATELY CONCERNED WITH UNDERSTANDING THE SYSTEMS OF MEANING OF HUMAN BEINGNESS, THE FEATURES OF HUMAN FUNCTIONING, AND THE RESTORATION OF NORMAL/NATURAL ORDER TO HUMAN DEVELOPMENT. AS SUCH, IT IS USED TO RESOLVE PERSONAL AND SOCIAL PROBLEMS AND TO PROMOTE OPTIMAL FUNCTIONING.”

- The Association of Black Psychologists



SELIGMAN THEN CREATED A “THEORY OF WELL-BEING” THAT HE PUBLISHED IN HIS BOOK “FLOURISH” IN 2011, IN WHICH HE SUGGESTED THAT WELL-BEING SHOULD BE MEASURED BY CONSIDERING IT’S DIFFERENT ELEMENTS AND THEN REGARDING IT AS A WHOLE. IN ORDER TO COUNT AS AN ELEMENT OF WELL-BEING IT HAD TO HAVE THREE CHARACTERISTICS.

WELL-BEING THEORY



**IT OBJECTIVELY
CONTRIBUTES TO
WELL-BEING**



**MANY PEOPLE PURSUE
IT FOR ITS OWN SAKE,
NOT MERELY TO
ACCESS THE OTHER
ELEMENTS**

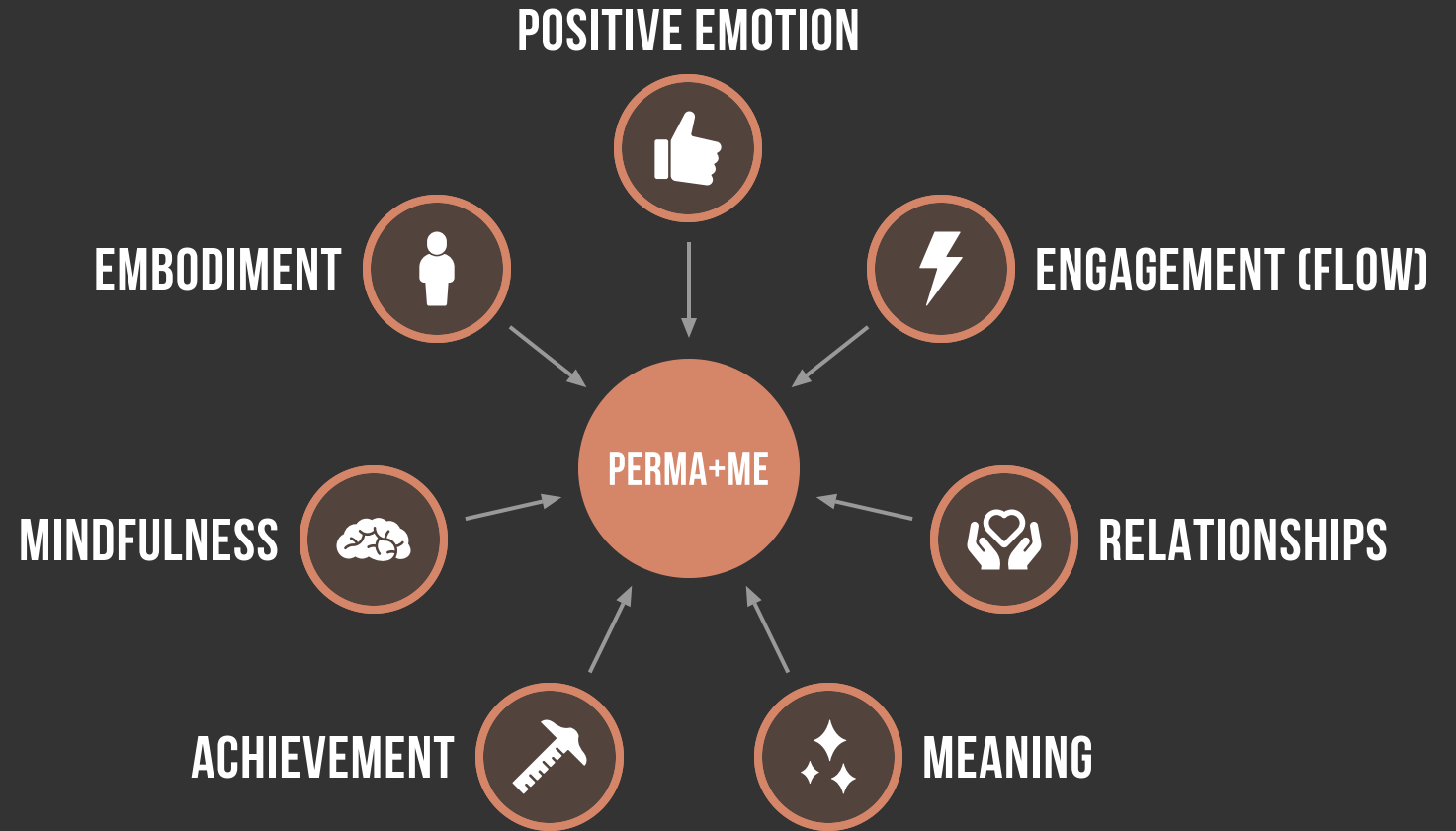


**IT IS DEFINED AND
MEASURED DISTINCTLY
FROM ALL THE OTHER
ELEMENTS**





THE SEVEN FACETS OF WELL-BEING



WHAT WAS
HE MISSING?



DEFINITIONS

COACHING

is a professional relationship between a coach and client that is focused on the discovery of one's life direction and based on a holistic understanding of wellness and development rooted in positive psychology.

MORE ON COACHING

In the 1500s the word 'coach' was first used to describe a horse-drawn vehicle that would get people from where they were to where they wanted to be.

"We believe that coaching is chiefly about discovery, awareness, and choice."
– CoActive Coaching

THEORY

a group of ideas meant to explain something. Theories provide foundations to explain and further explore phenomena.

MORE ON THEORIES

All theories begin with assumptions that create the possibility for a number of hypotheses that can be tested to create support or challenge for the theory.

A strong theory can then be the grounding for effective practice and further exploration and discovery.



WHAT IS A COACH?

Roles and Distinctions

	Coach	Counselor	Consultant	Mentor
Client Motivation	feeling stuck, unclear, and block in their fulfillment and/or flourishing	wanting healing, often feeling broken and in a place of dysfunction	wanting trustworthy advice to improve operations and impact	wants guidance from someone who has been there
Professional Focus	insight and new habit creation	diagnosis and healing	effective and efficient problem-solving	connection and growth in a specific role or phase of life
Qualifications Needed	certification	Masters degree and licensure	professional expertise	personal experience
Orientation to Time + Story	present to future	past to present	past to future	past to future
Expertise that Drives the Relationship	client	counselor	consultant	mentor



YOU'RE NOT COACHING IF...



- **YOU'RE PRESENTING YOURSELF AS AN EXPERT INSTEAD OF A PARTNER**
- **YOU'RE FIXING AND PROBLEM SOLVING**
- **YOU'RE WORKING HARDER THAN THE CLIENT**
- **YOU'RE GETTING LOST IN THE STORY**
- **YOU'RE DISMISSING OR VIOLATING THE DESIGNED ALLIANCE**



WHY COACHING?

Globally, only 17% of the population are thriving in three or more elements of well-being which means that 83% of the world's population falls into the struggling or suffering categories. Their market recommendations for improvement include moving beyond physical wellness to a more holistic approach, removing barriers and promoting positive choices and decisionmaking,engaging leadership to lead by example, facilitating best practice sharing, increasing awareness, creating partnerships, and focusing on improvement through education and behavior change (Gallup, 2013, pp. 27-29).

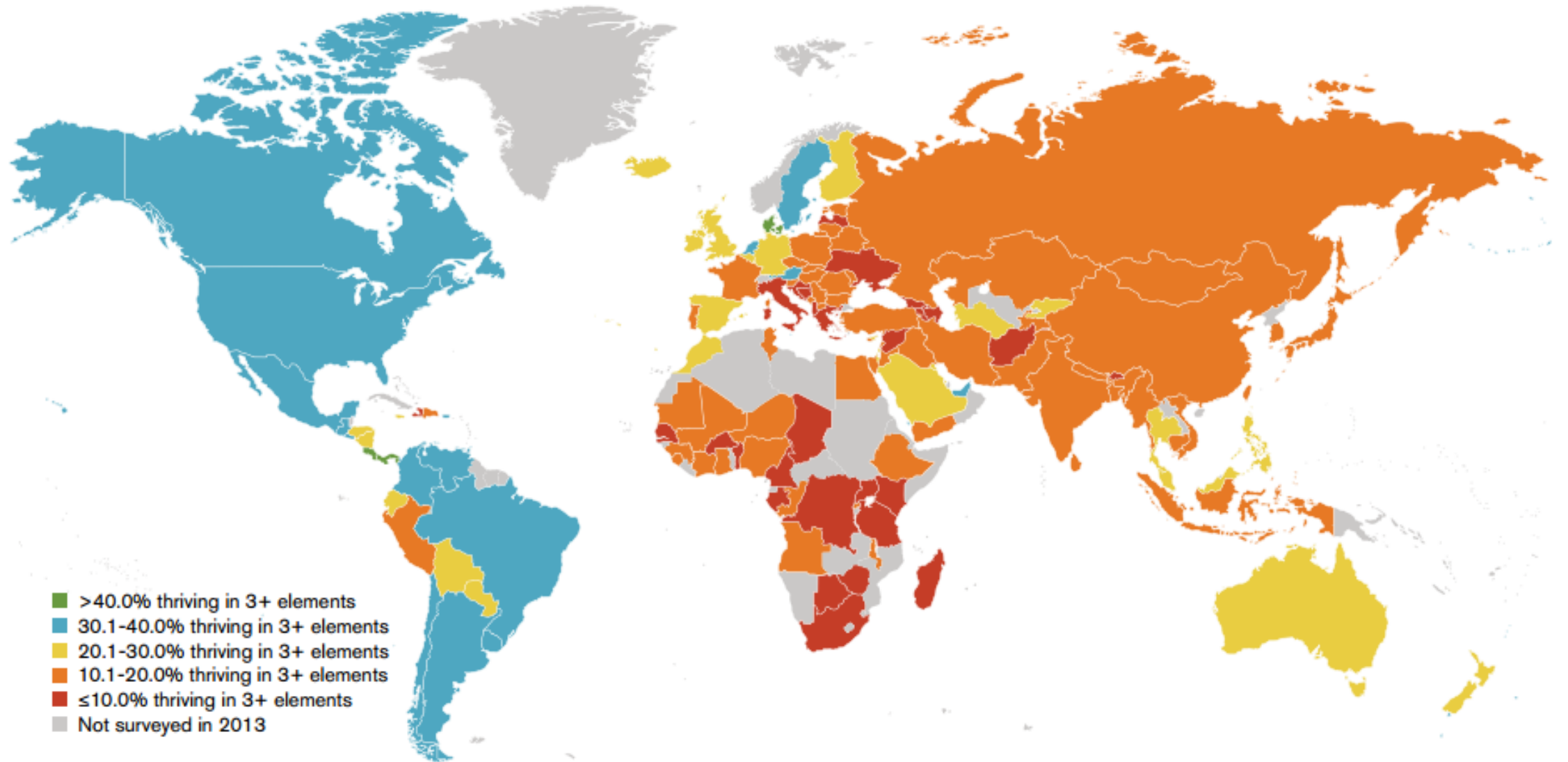
GALLUP'S FIVE ESSENTIAL ELEMENTS of WELL-BEING:

- Purpose (knowing your life has meaning)
- Social (knowing that you belong and are loved)
- Financial (managing finances to reduce stress and increase security)
- Community (liking where you live, having pride in it, and feeling safe)
- Physical (having good health and enough energy to complete what you want to get done)



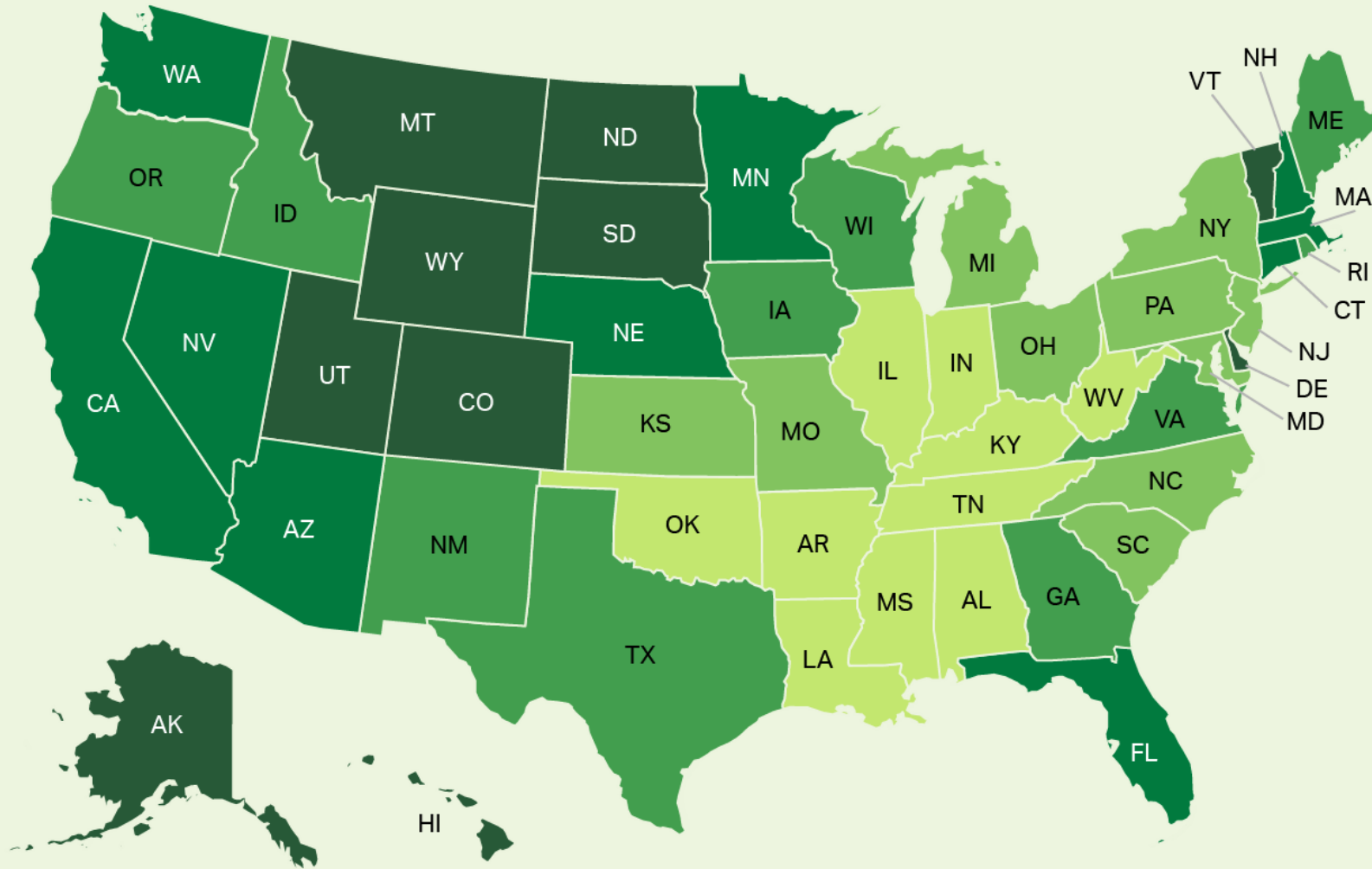
2013 GLOBAL WELL-BEING

BASED ON PERCENTAGE THRIVING IN THREE OR MORE ELEMENTS



Well-Being Index by State, 2018

■ Top quintile ■ 2nd quintile ■ 3rd quintile ■ 4th quintile ■ Bottom quintile



GALLUP NATIONAL HEALTH AND WELL-BEING INDEX

Why Coaching Works

There are an estimated **47,500 professional coaches** across the world bringing in an annual income close to **\$2 billion** each year.

How has coaching grown so rapidly? **Because it works!**

99% are satisfied with the overall experience.

In fact, 96% indicated they would repeat the process given the same circumstances that prompted them seeking a coach in the first place.

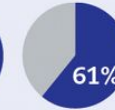


Increased Productivity

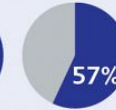
Professional coaching explicitly targets maximizing potential and in doing this unlocks latent sources of productivity and effectiveness. At the heart of coaching is a creative and thought-provoking process that supports individuals to confidently pursue new ideas and alternative solutions with greater resilience in the face of growing complexity and uncertainty.



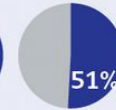
Improved Work Performance



Improved Business Management



Improved Time Management



Improved Team Effectiveness



Positive People

In the face of uncertainty caused by workforce reductions and other factors, expectations remain very high. Restoring self-confidence and self-trust to face the challenges is critical to meet organizational demands.



Improved Self-Confidence



Improved Relationships



Improved Communication Skills



Improved Life/Work Balance



Return on Investment

The coach-client relationship generates learning and clarity for forward action with a commitment to clear measurable outcomes. Coaching offers a good return in investment for individual clients and offers a significant return on investment for companies.

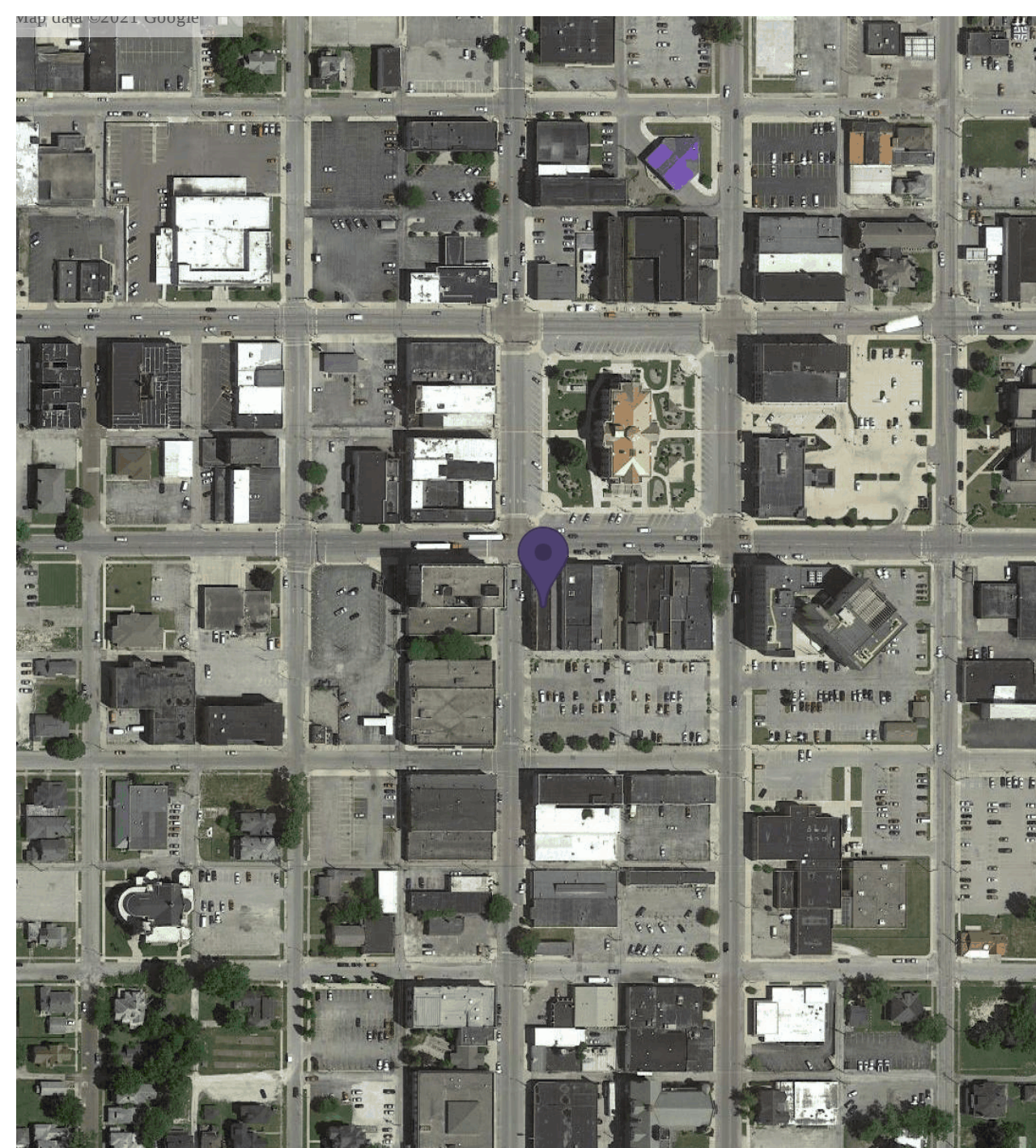


Individuals that made back at least their investment



Companies that made back at least their investment

Source: 2009 ICF Global Coaching Client Study



SEND US SOME LOVE

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