

# WHAT COMMON FACTORS CONTRIBUTE TO COACHING EFFECTIVENESS?



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# WEBINAR CONTENT

Research design

Preliminary findings

Implications for practice

Q&A

# RESEARCH QUESTIONS



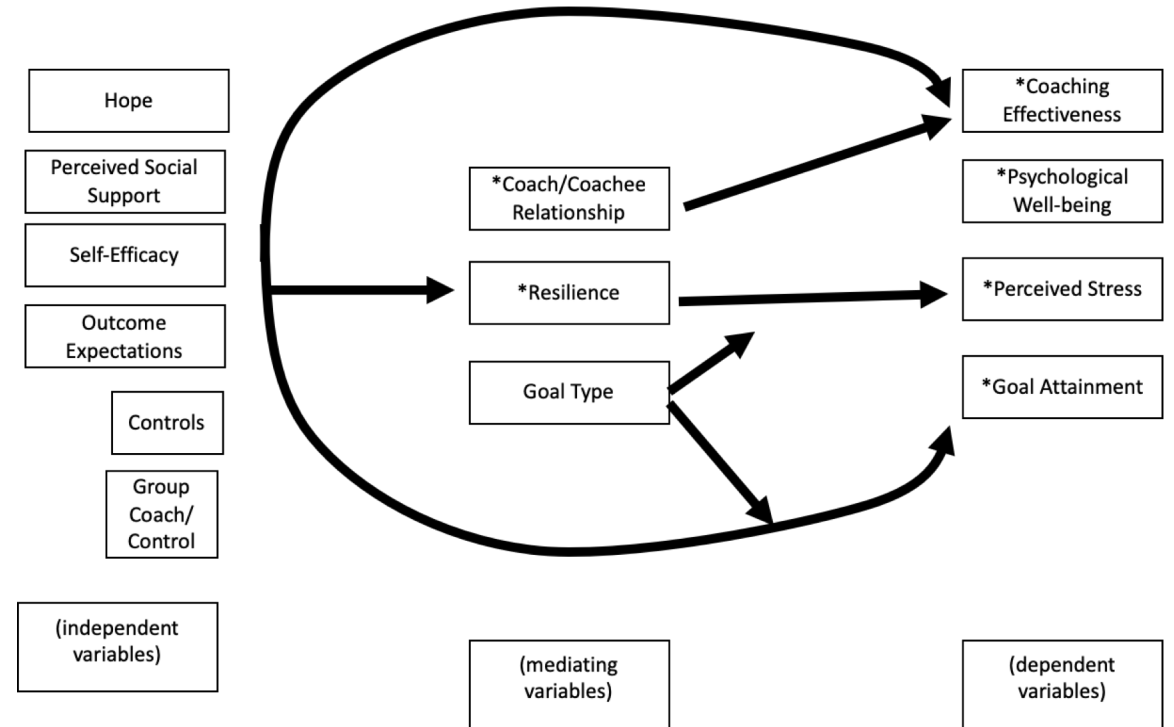
Does receiving coaching result in increased psychological well-being, goal attainment and resilience and decreased perceived stress?



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

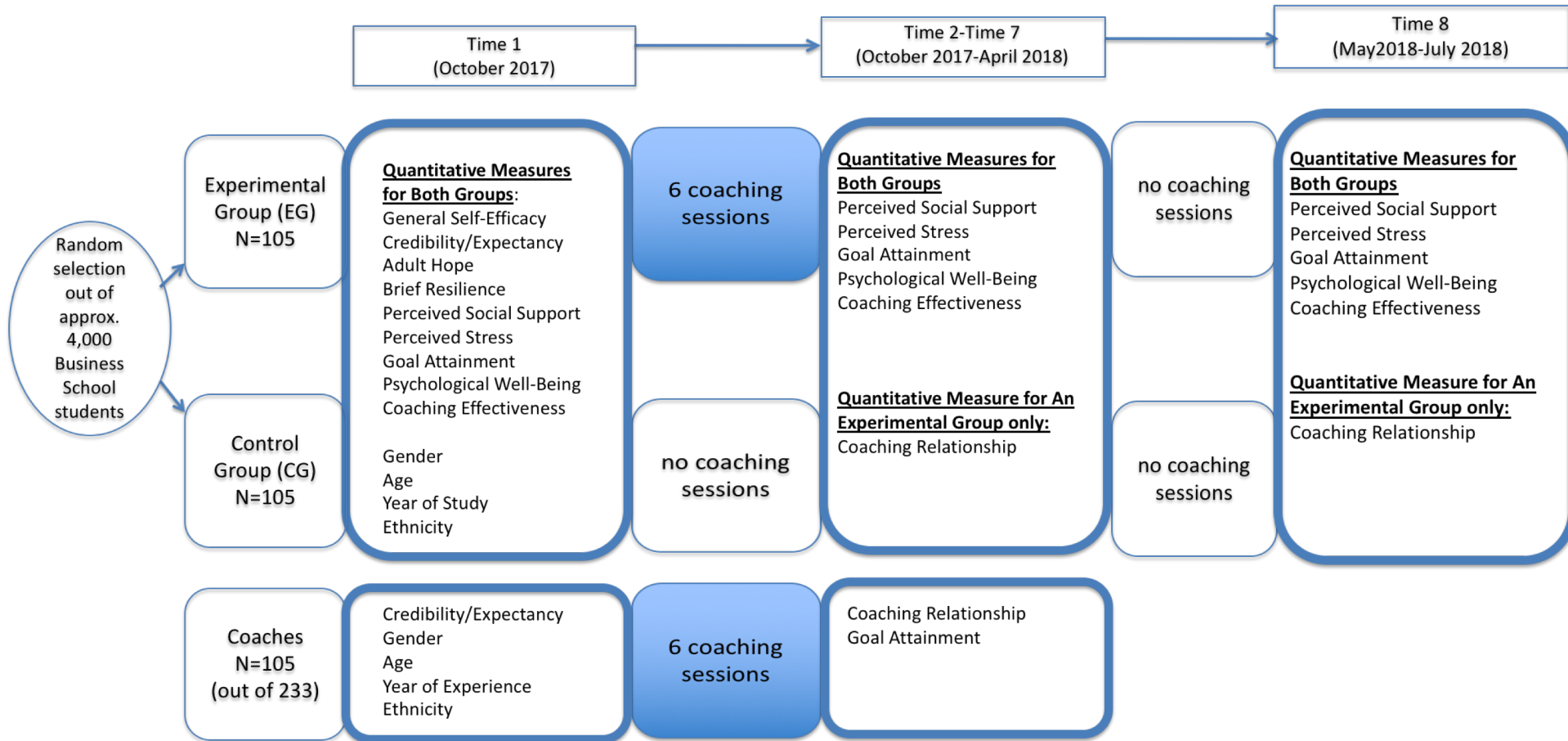
\*common factors: self-efficacy, outcome expectations hope, perceived social support and coaching relationship

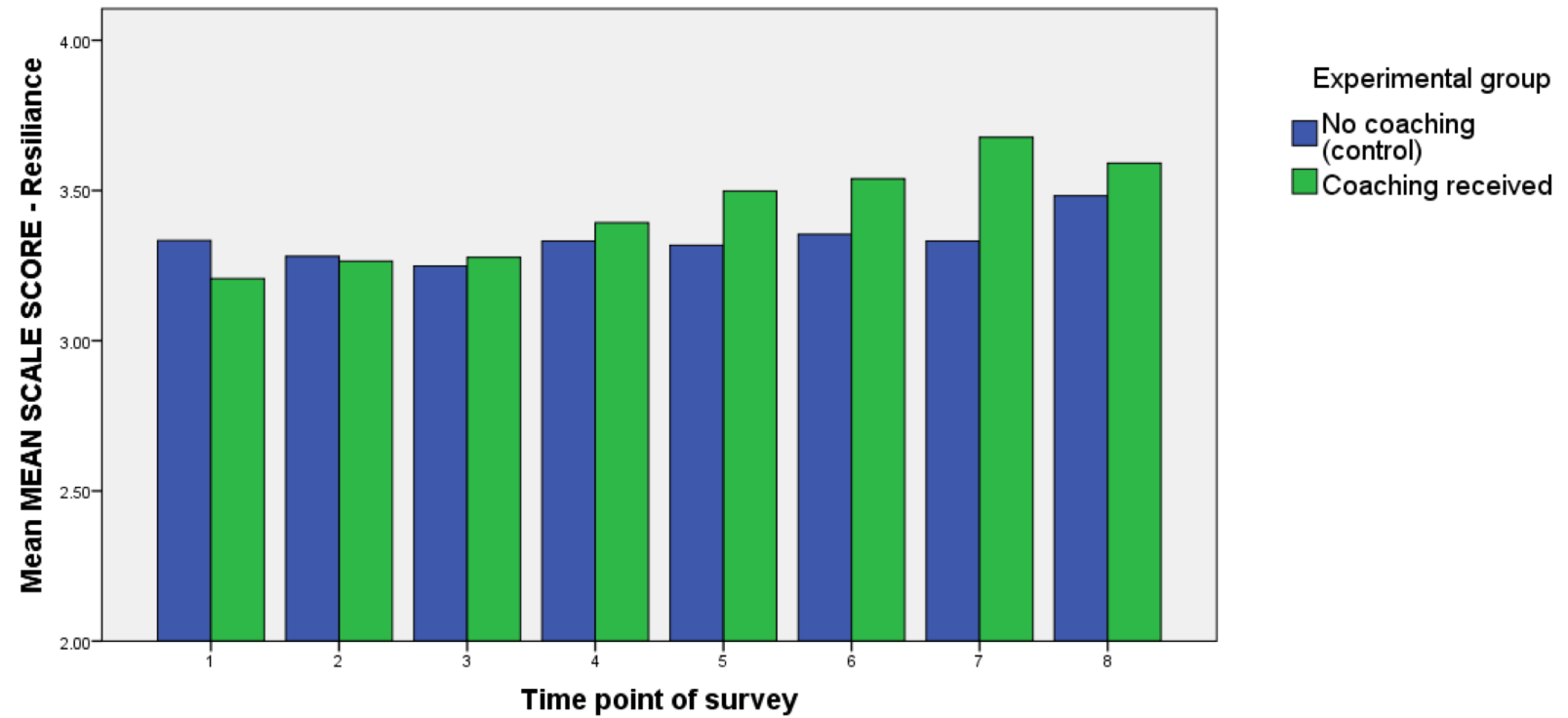
# RESEARCH MODEL



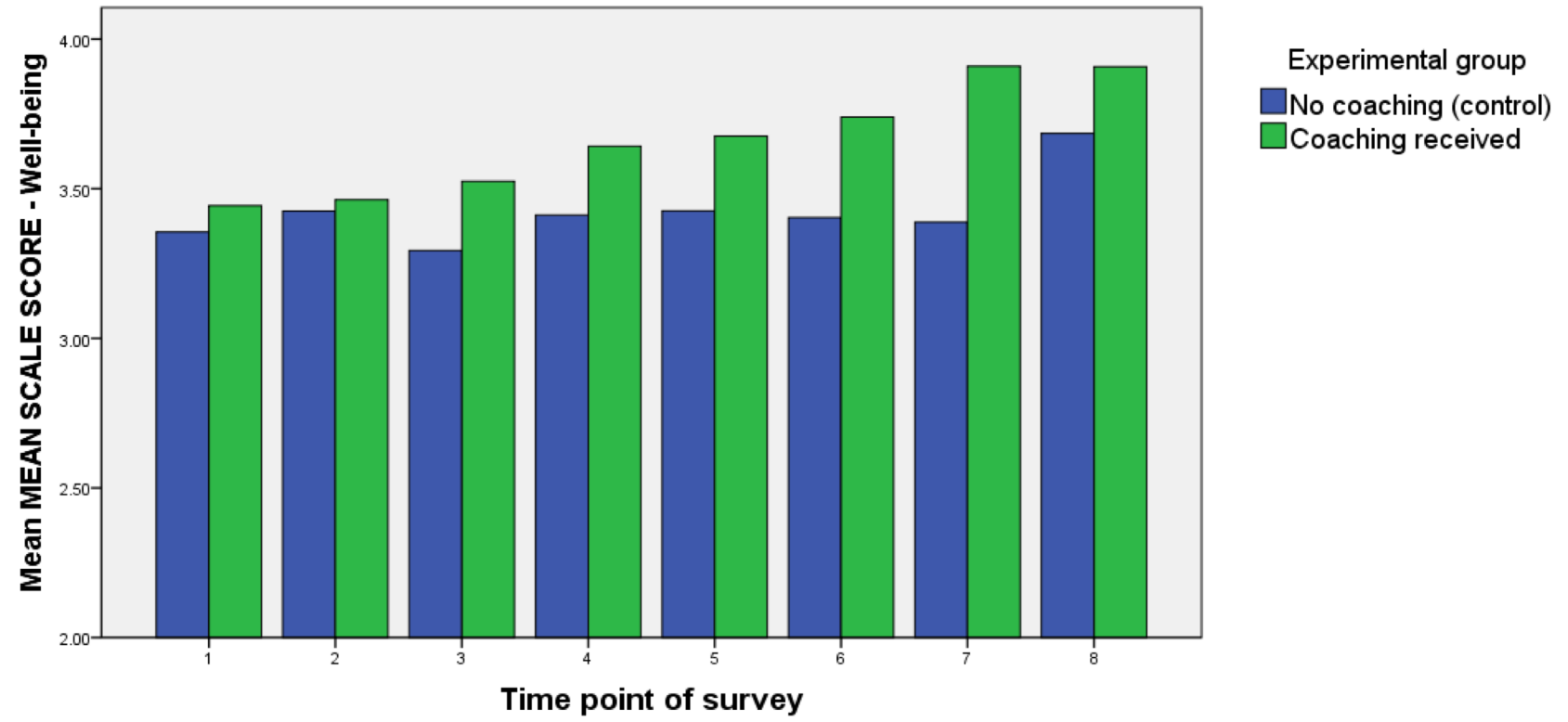
(longitudinal study)  
All dimensions with a \* can be measured both in terms of the strength of the relationship and its change over time

# RESEARCH DESIGN

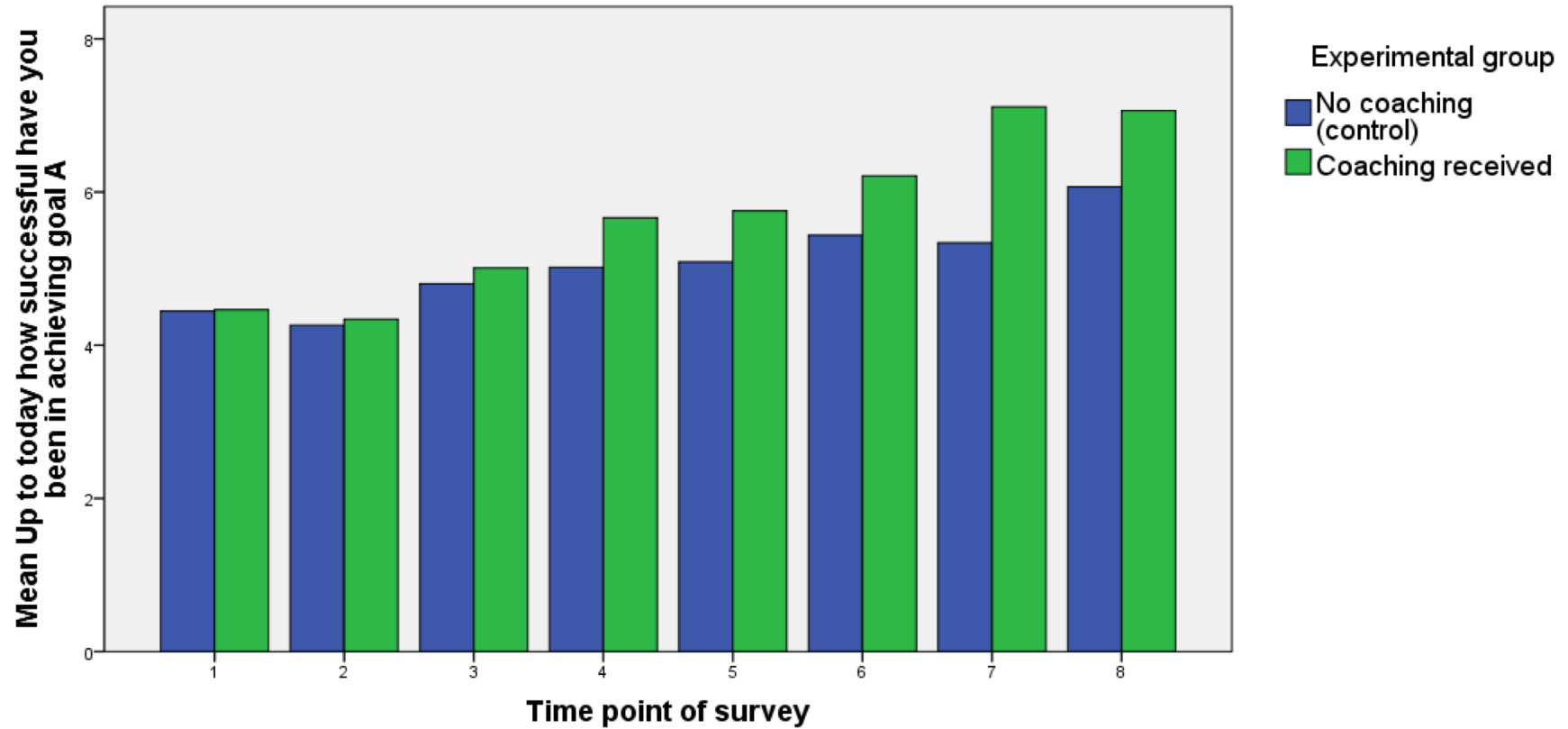




PRELIMINARY FINDINGS  
RESILIENCE

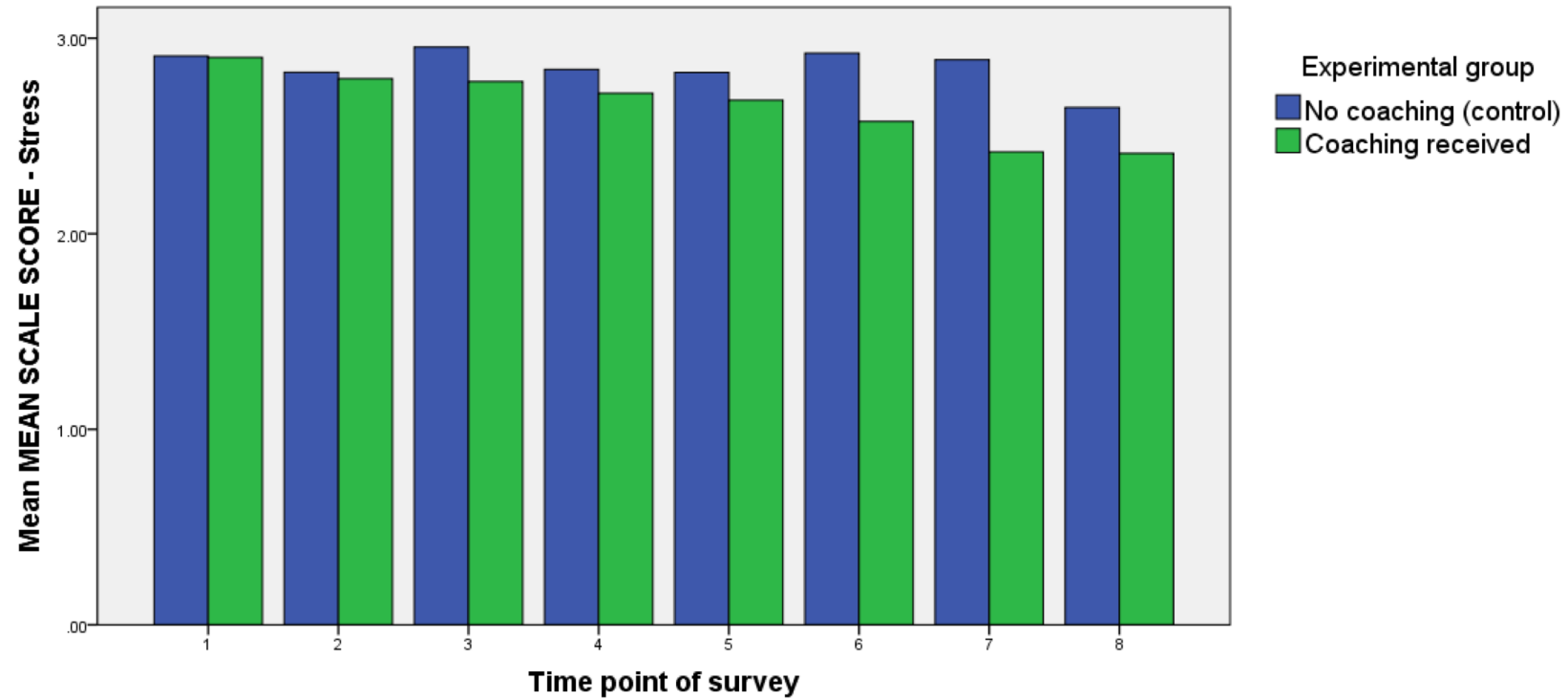


PRELIMINARY FINDINGS  
WELLBEING



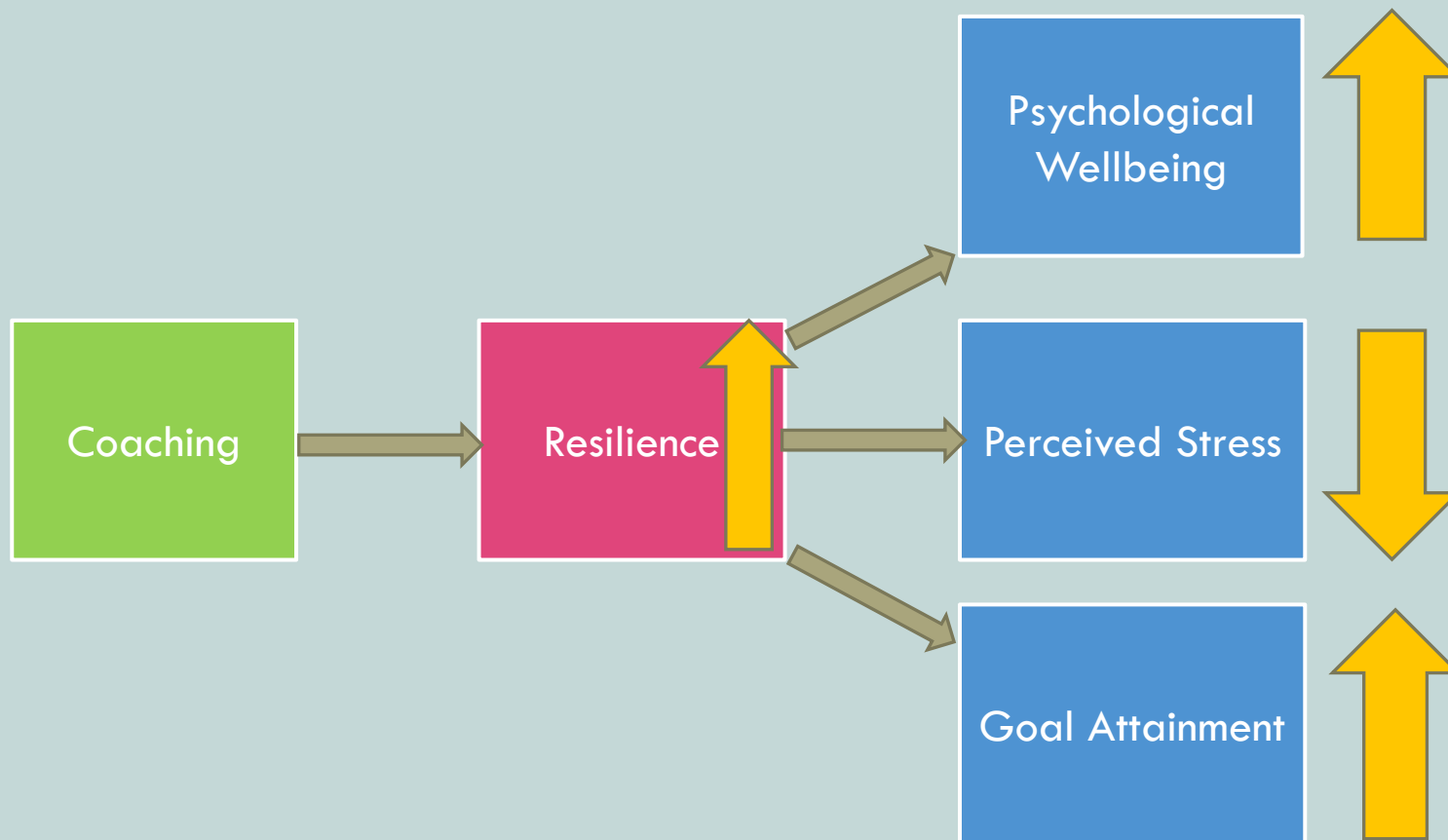
PRELIMINARY FINDINGS  
GOAL ATTAINMENT





PRELIMINARY FINDINGS  
PERCEIVED STRESS

# 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)

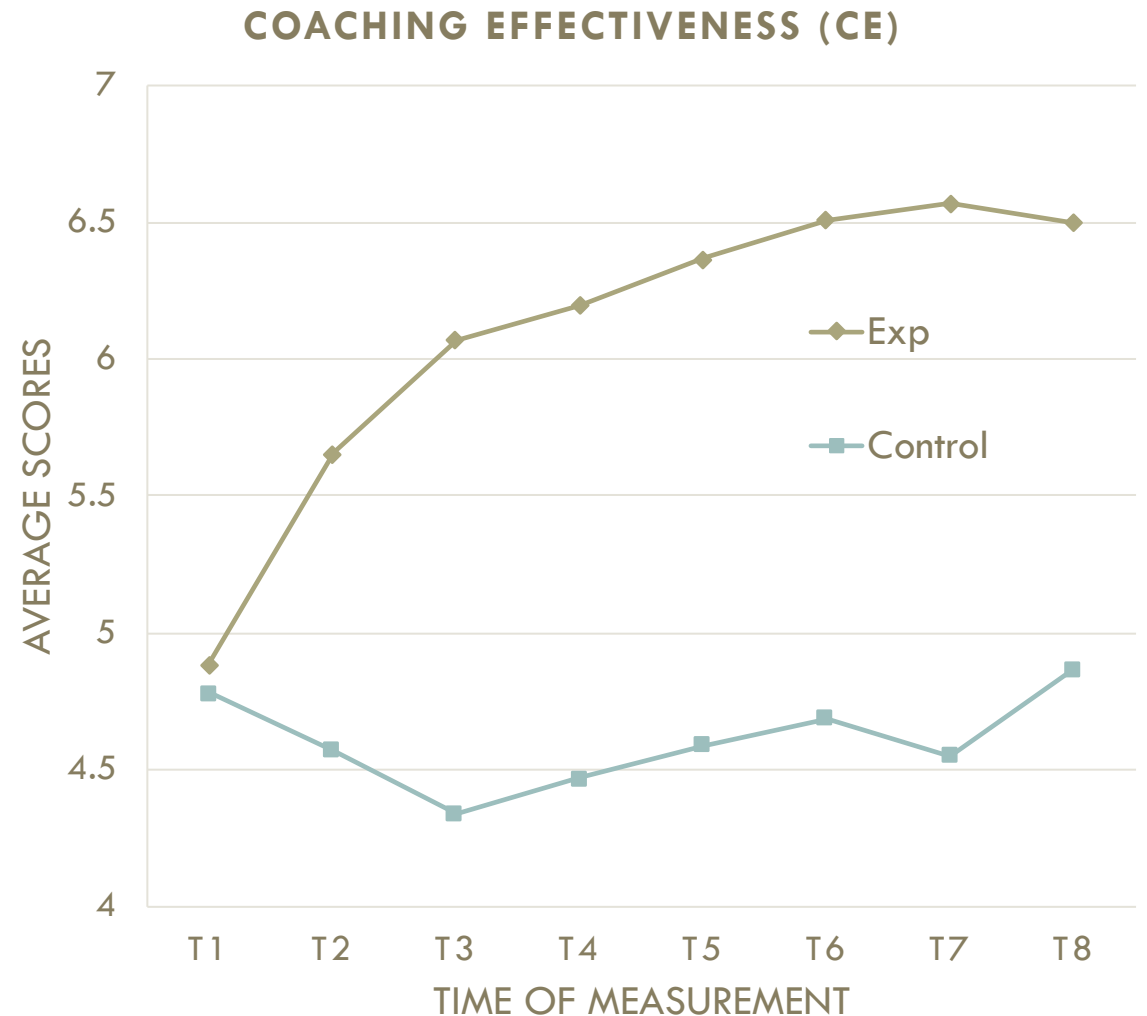
CE Measure (de Haan *et al.*, 2016)

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

# IMPLICATIONS FOR PRACTICE: 'DOSE-EFFECT' CURVE

The dose-effect shape of coaching effectiveness

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



\*control group was completing the CE measure purely for comparison

The CE average is the average score of the 7-point items from the CE scale (de Haan *et al.*, 2016):

*I have been successful in creating reflective space for me*

*I have been successful in creating new insights for me*

*Through (preparing for) coaching I have successfully engaged in new action or behaviour*

*I would consider this upcoming coaching journey successful*

# IMPLICATIONS FOR PRACTICE: RESILIENCE

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: PERCEIVED SOCIAL SUPPORT

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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