

Acceptance and Commitment Training for Coaching



**Contextual
Consulting**

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And thanks go to...

- Lee Hulbert-Williams
- Nick Hulbert-Williams
- Rachel Skews
- Rob Archer
- Rachel Collis





WHAT IS ACT?



A CONTEXTUAL
BEHAVIOURAL
APPROACH



LEARNING BY
ADDITION



ROOTED IN
RELATIONAL
FRAME
THEORY (RFT)

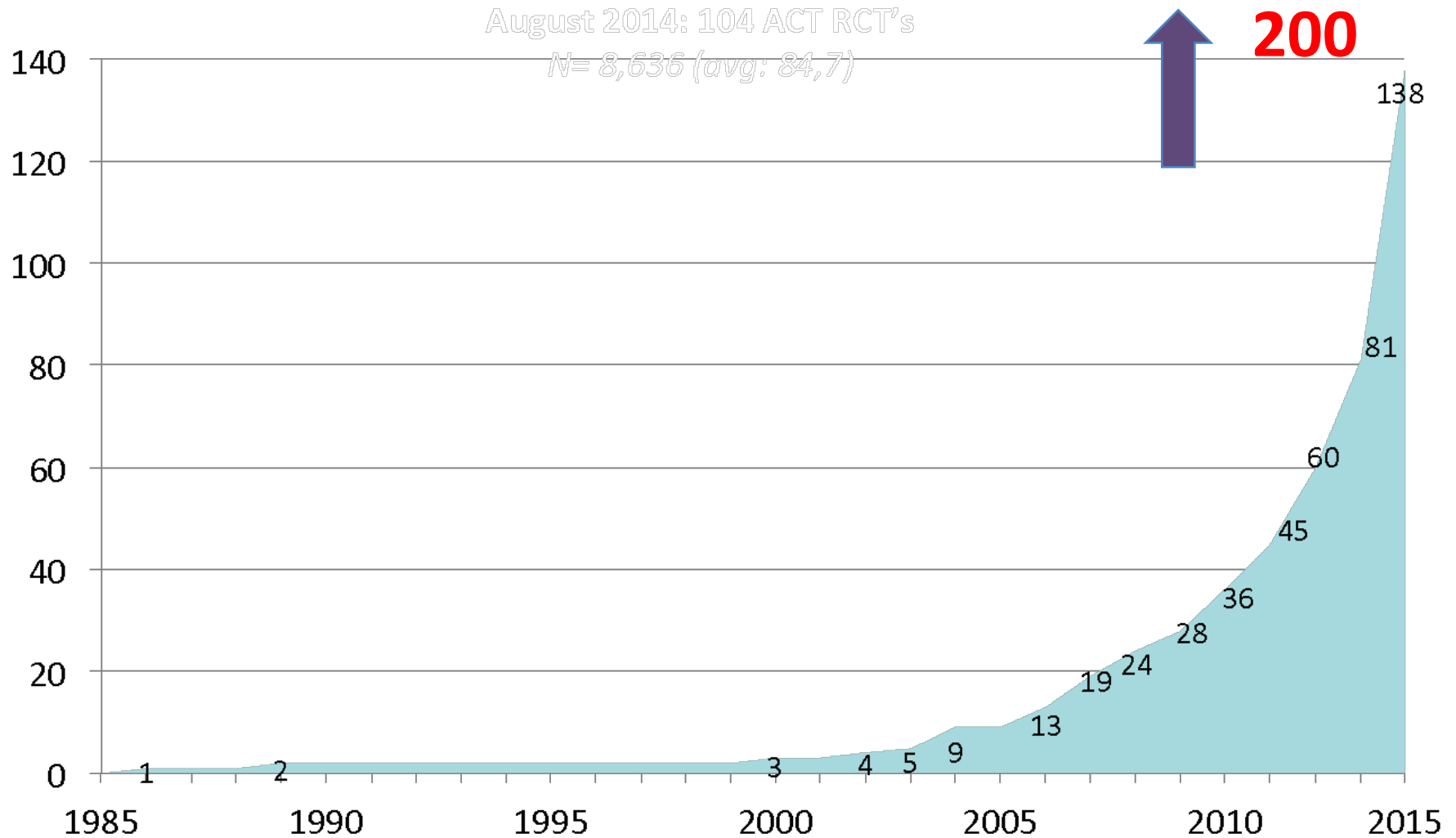


PROCESS-
DRIVEN



VERSATILE

ACT RCTs March 2017



Work-Pain
Stress
Depression
Coping
GAD
Diabetes
Cancer
Substance-misuse
Stigma
Alcohol-problems
PTSD
Borderline
Epilepsy
Obesity
Performance
Prejudice
Anxiety
Stress
Psychosis
Smoking
OCD
College-stress
Drug-use
Eating

Psychological Flexibility linked to:

- Higher well being and better performance (Bond & Bunce, 2003)
- Increased task learning & enhanced benefits from higher job control (Bond & Flaxman, 2006)
- Overall life satisfaction (McCracken & Young, 2008)



‘The ability to notice and react to thoughts, feelings, and behaviour in order to give one the opportunity to take action towards important ends.’ (Törneke 2013)



Why ACT for Coaching?

- Coaching focuses on goals and valued living
 - Coaching for high performance
 - 'What Got You Here Might Not Get You There'
 - Benefits of switching out of autopilot even if autopilot is highly effective
 - Persistence and determination are great but flexibility is even more so - to get to next level need to be flexible.
-
- Lance Armstrong?
 - Un-named top UK performer..?









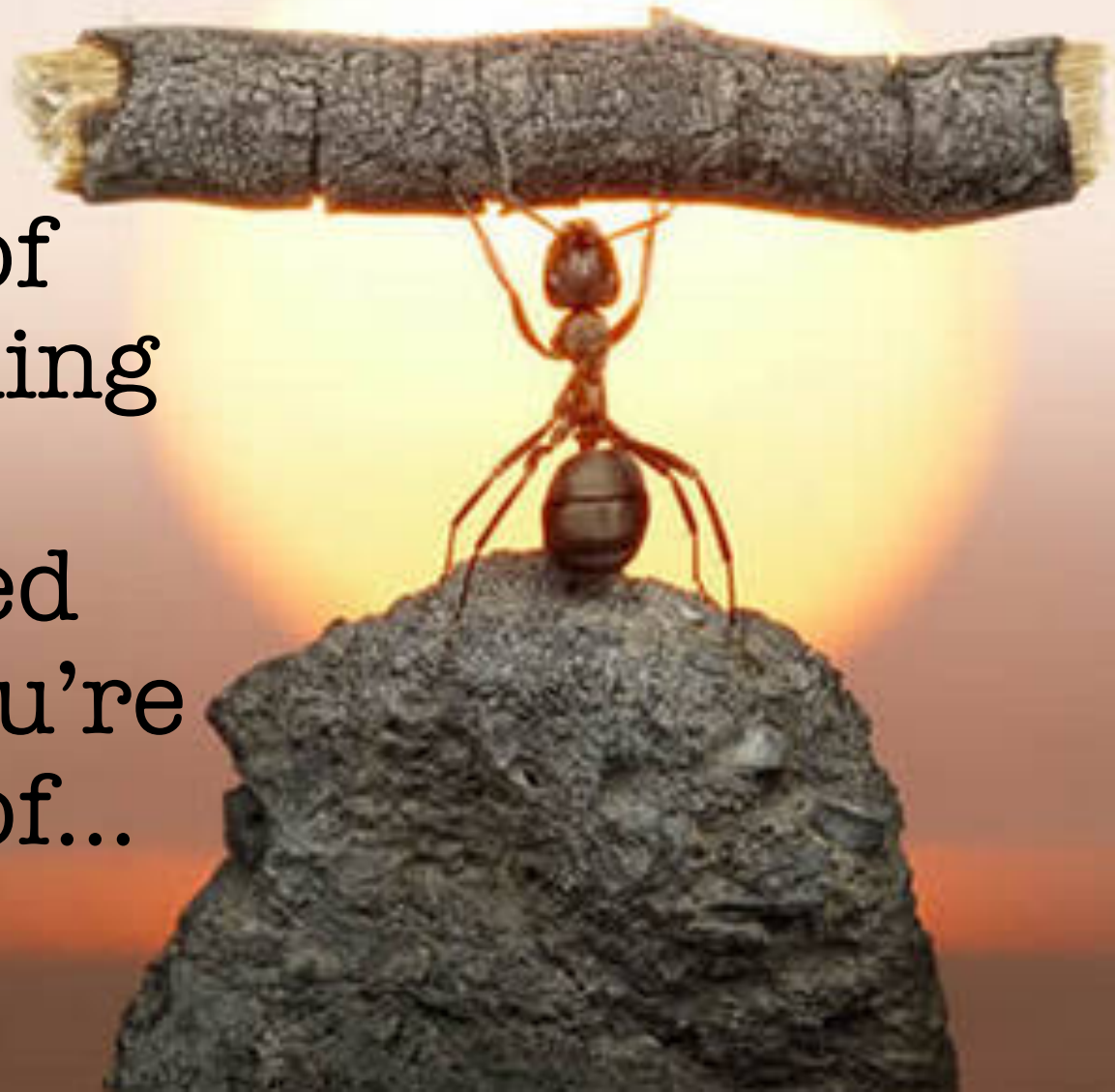
Away



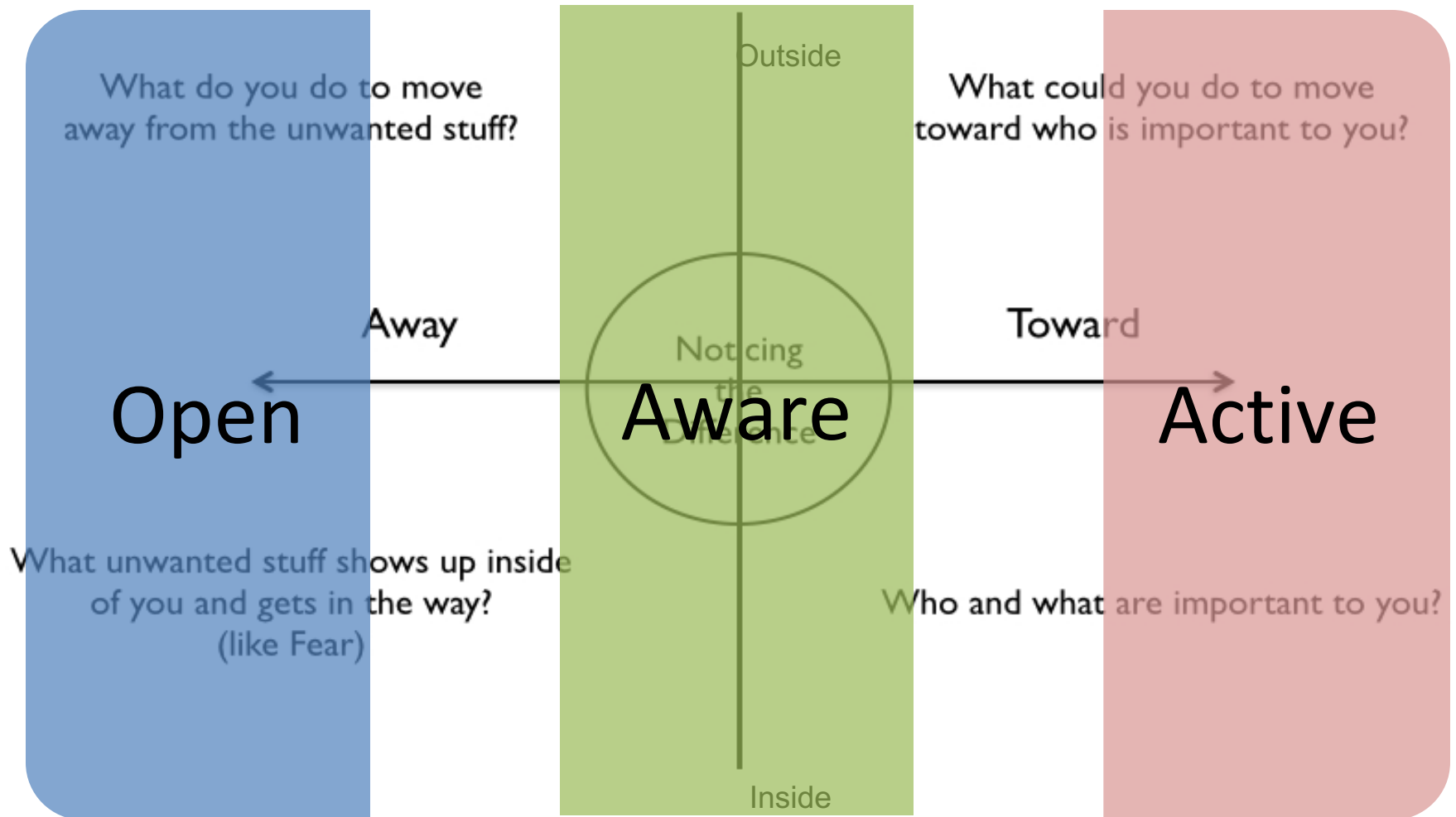
Toward



Think of
something
you've
achieved
that you're
proud of...



The Matrix in Coaching



Three Interesting Pieces of Research relevant to ACT Coaching

1. How scary our own minds are
(Wilson et al. 2014)
2. The danger of rules
3. (Hayes et al. 1986)
4. What poor performing school kids can teach us about values
(Cohen & Sherman 2006)





Sitting with your own thoughts?
(Wilson, et al. 2014)





Aware Skills

Mindfully Contacting the
Present Moment

Examples of Mindlessness


- You forget someone's name as soon as you hear it
- You put your card credit in the rubbish and your food wrappers in your bag
- You're so focused on what's coming up you forget something you need now
- You don't notice that the words 'credit' and 'card' and swapped in the sentence above



Examples of Mindlessness

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A flight attendant with blonde hair, wearing a red uniform with a white collar and a red scarf, is pushing a silver service cart through an airplane cabin. The cart is loaded with stacks of blue and white disposable cups, a clear plastic water bottle, and other beverage containers. The background shows the interior of the aircraft with blue seats and overhead storage bins.

How much
more likely are
you to make a
purchase?

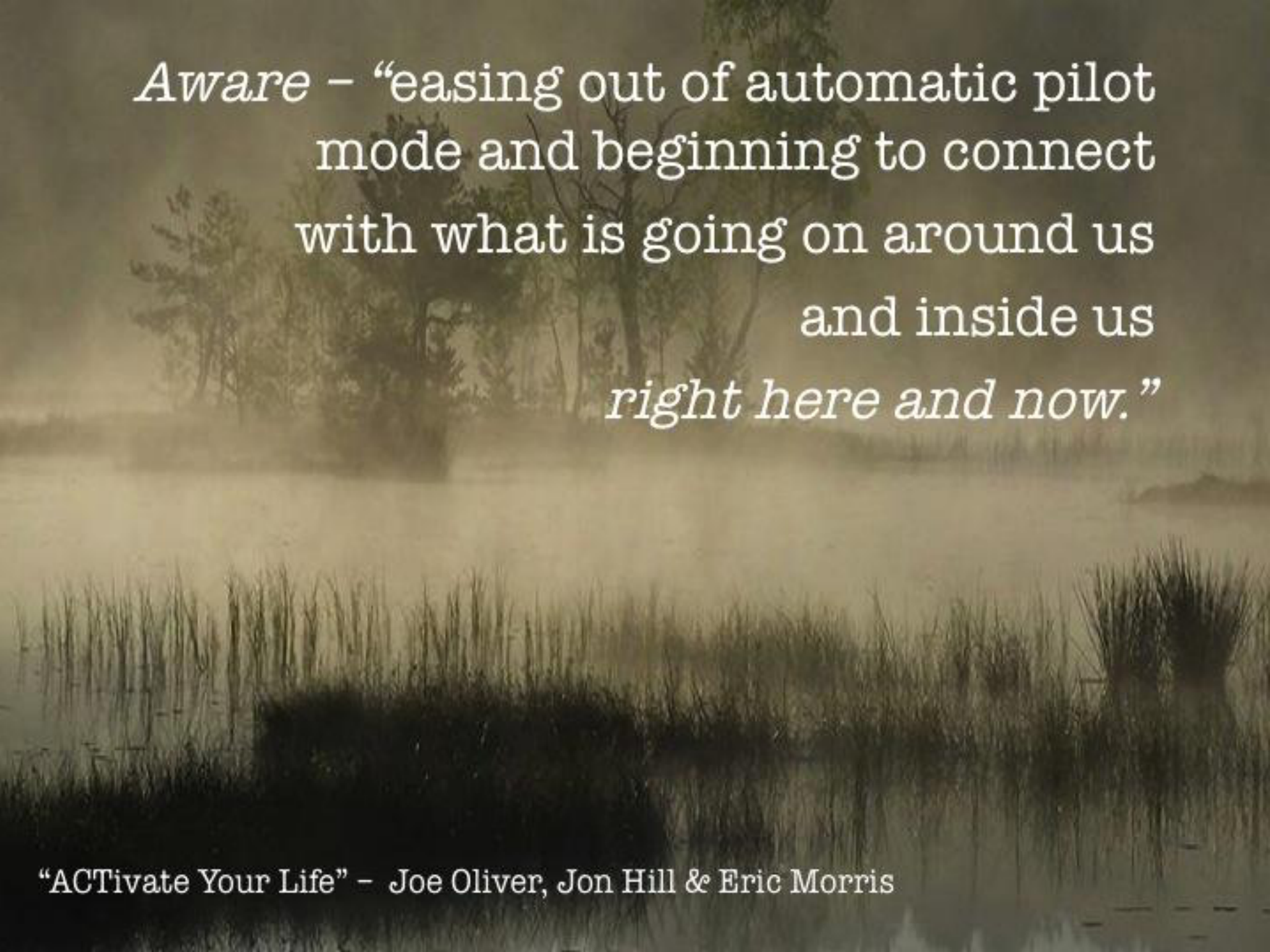
5% ?

10% ?

20% ?

30%!!!

Gardete (2015)



Aware – “easing out of automatic pilot
mode and beginning to connect
with what is going on around us
and inside us
right here and now.”

“ACTivate Your Life” – Joe Oliver, Jon Hill & Eric Morris



Advice to All Blacks captain on handling pressure after losing the World Cup?



“Breathe – slowly and deliberately ...
Then shift your attention to something external...

Find an external focus.
Get yourself back in the present, regain your situational awareness”

From Ceri Evans

(McCaw, 2012)

Benefits for Coaching Clients?

- Reduce unhelpful **Auto Pilot** responding
 - Better tracking
 - Increase contextual sensitivity
 - Less caught up in **Busy Mind**
-
- Increase the probability of flexible Values guided responding



Active Skills



Stanford Values Study (Cohen & Sherman 2006)



- **Brief** values exercise
- Compared impact on poor performing minority high school students

How long was
this effect
apparent?

2 YEARS

(As reported in
Science)

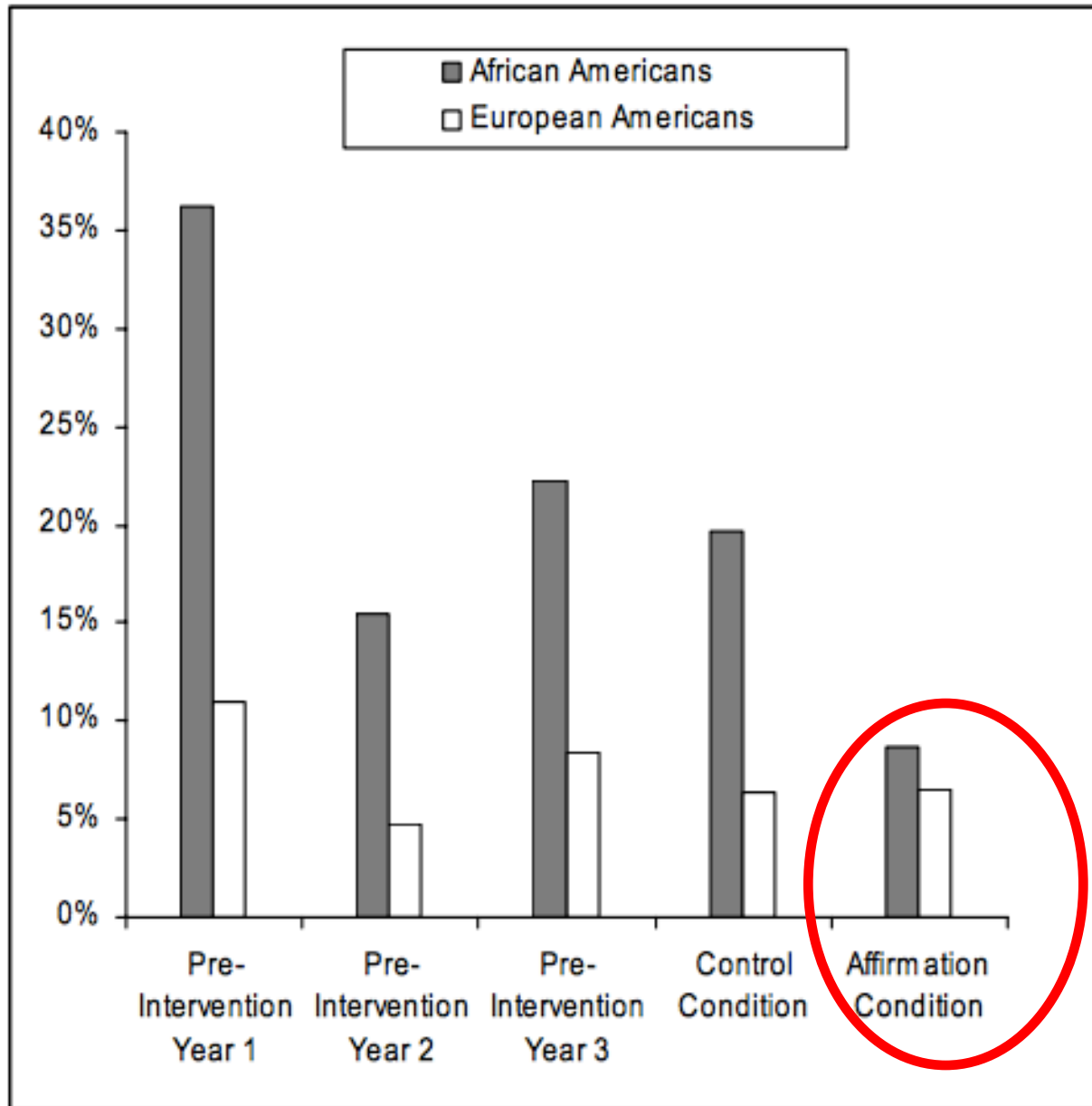


Fig. S1. Poor performance rate (i.e., percentage of students receiving a grade of D or below) in the intervention-targeted course for four cohorts of students: African Americans and European Americans in each of the three years prior to the intervention studies, in the control condition, and in the affirmation condition.

Pick the Top 3 most important values to you

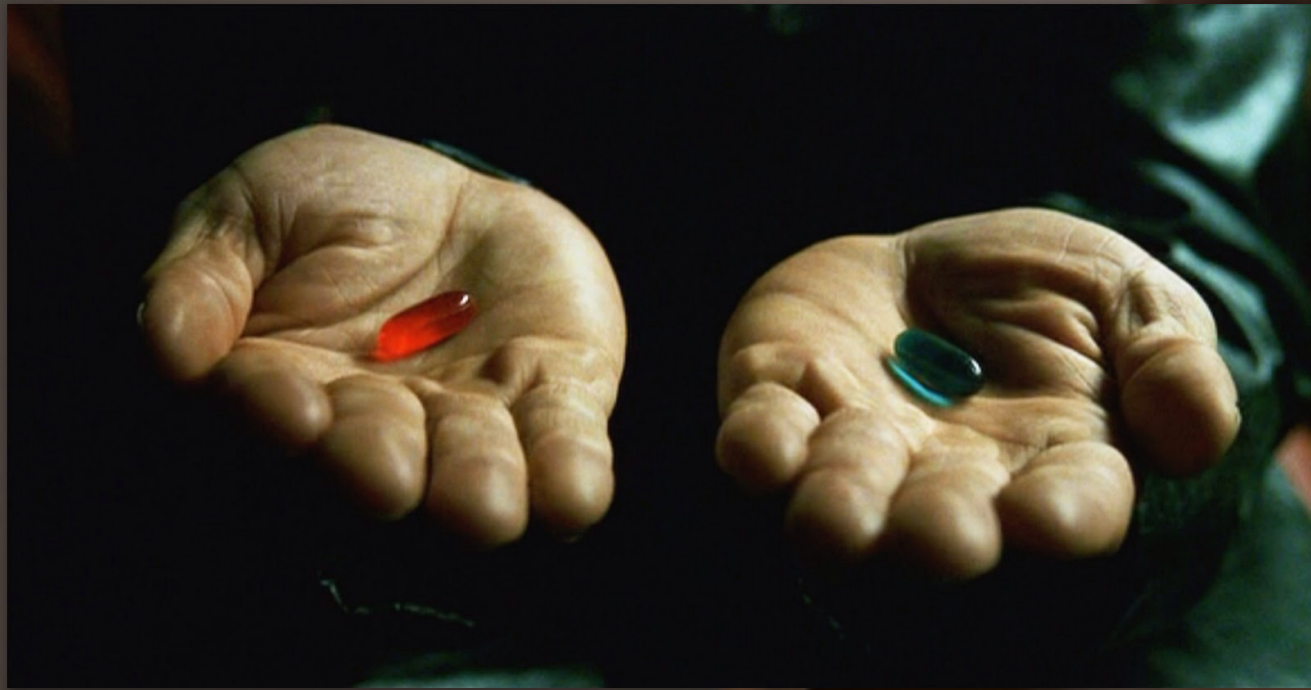
- *Athletic ability*
- *Being good at art*
- *Creativity*
- *Independence*
- *Living in the moment*
- *Membership in a social group (such as your community, group, or club)*
- *Music*
- *Politics*
- *Relationships with friends or family*
- *Religious values*
- *Sense of humor*



Part 2

- *Look at the values you picked as most important to you. Pick one and think about times when this value was most important to you. Write a few sentences about why the value you selected is important to you.*
- Focus on your thoughts and feelings, and don't worry about spelling, grammar, or how well written it is





"Success
Beyond
Success"
Fred Kofman

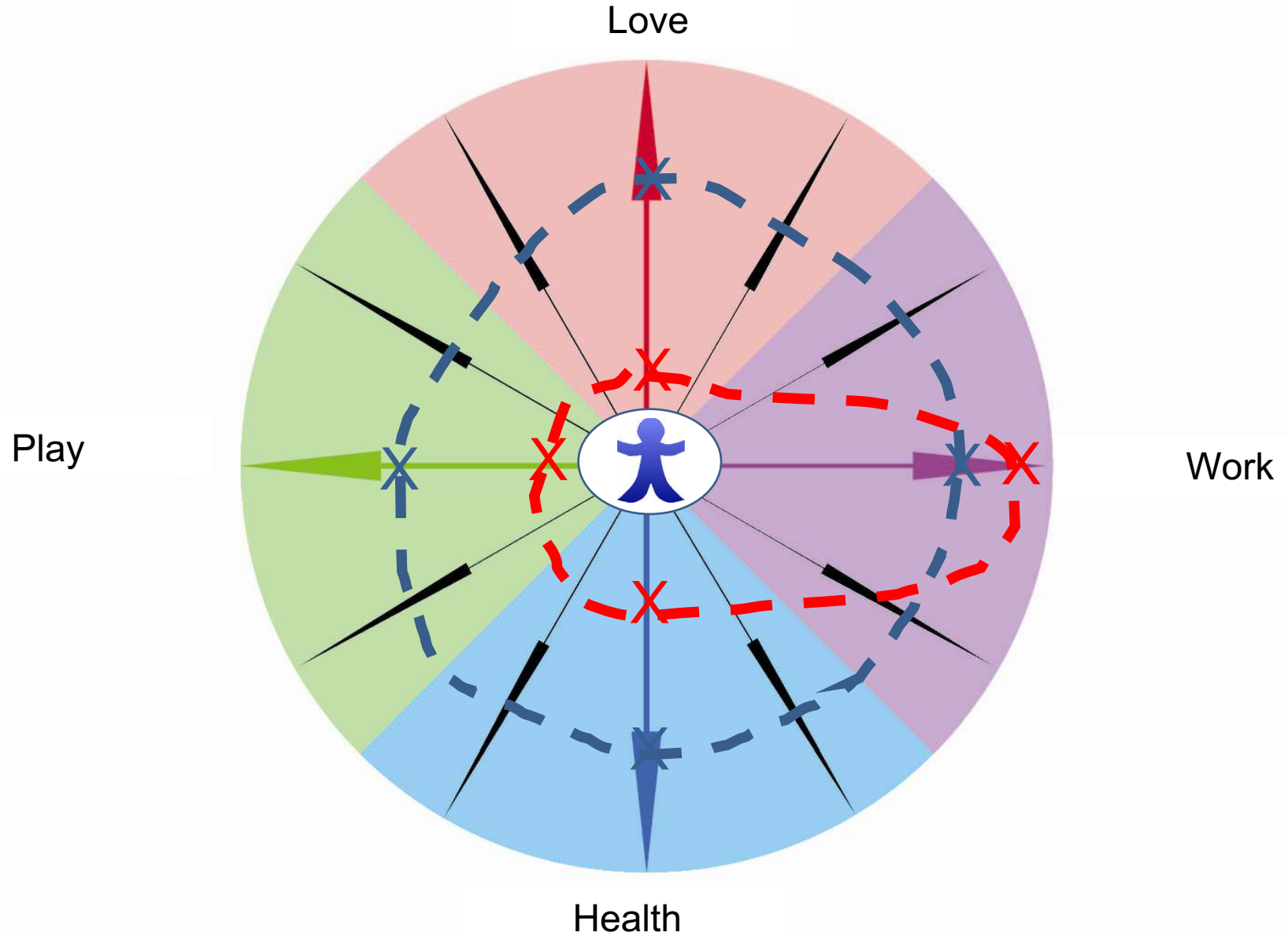


*Act the way
you'd like to
be and soon
you'll be the
way you act.*

Leonard
Cohen
(ACT
Coach)



The Life Compass (from Fredrik Livheim)



Benefits for Coaching Clients?

- Impact on important outcomes: performance, wellbeing, Increased resilience to stress and pressure (Cohen & Sherman, 2014; Steger, 2012)
- Behaviour under “appetitive” control more flexible and creative (Friedman & Forster, 2001)



Open Skills

Defusion and
Acceptance



Rule Following vs Direct Experience

(Hayes et al. 1986)



Fusion – when thoughts act as barriers

Tendency to get caught up in the content of thinking so that it dominates over other useful sources of behavioural regulation e.g. actual experience

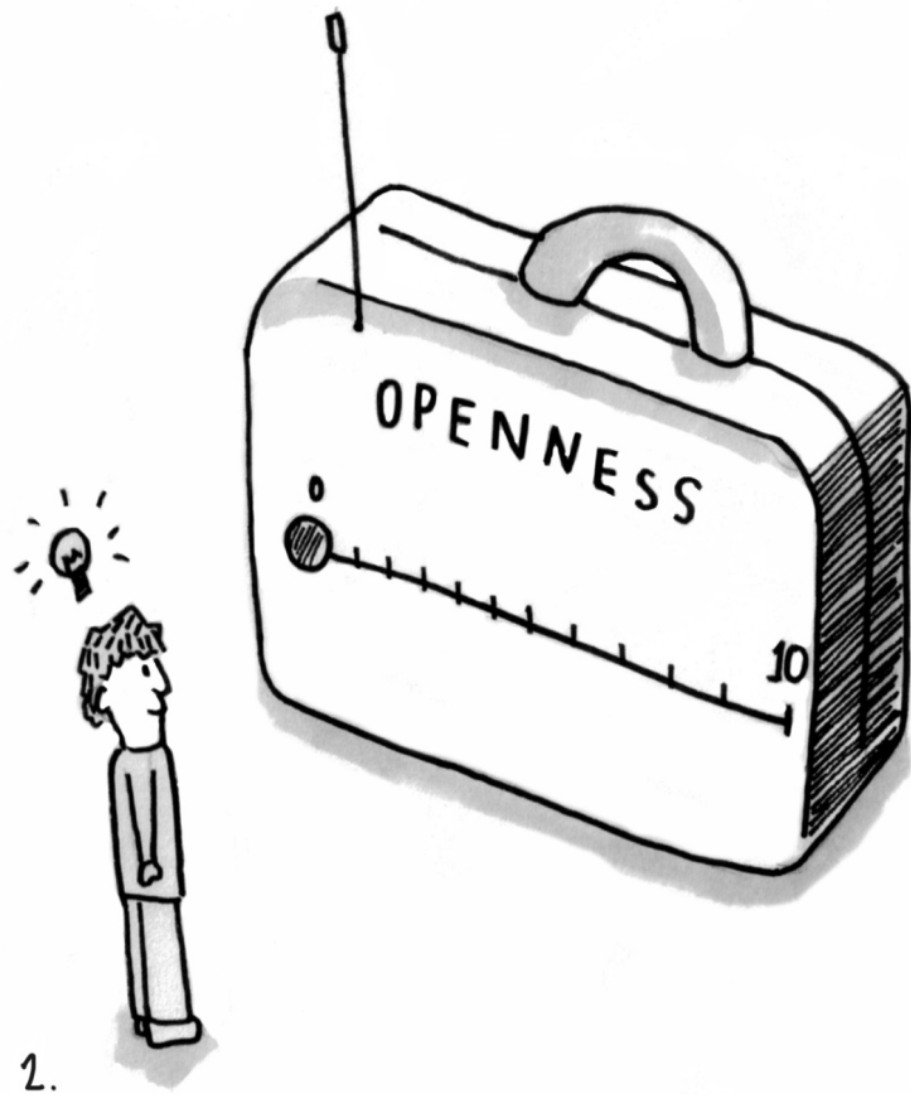
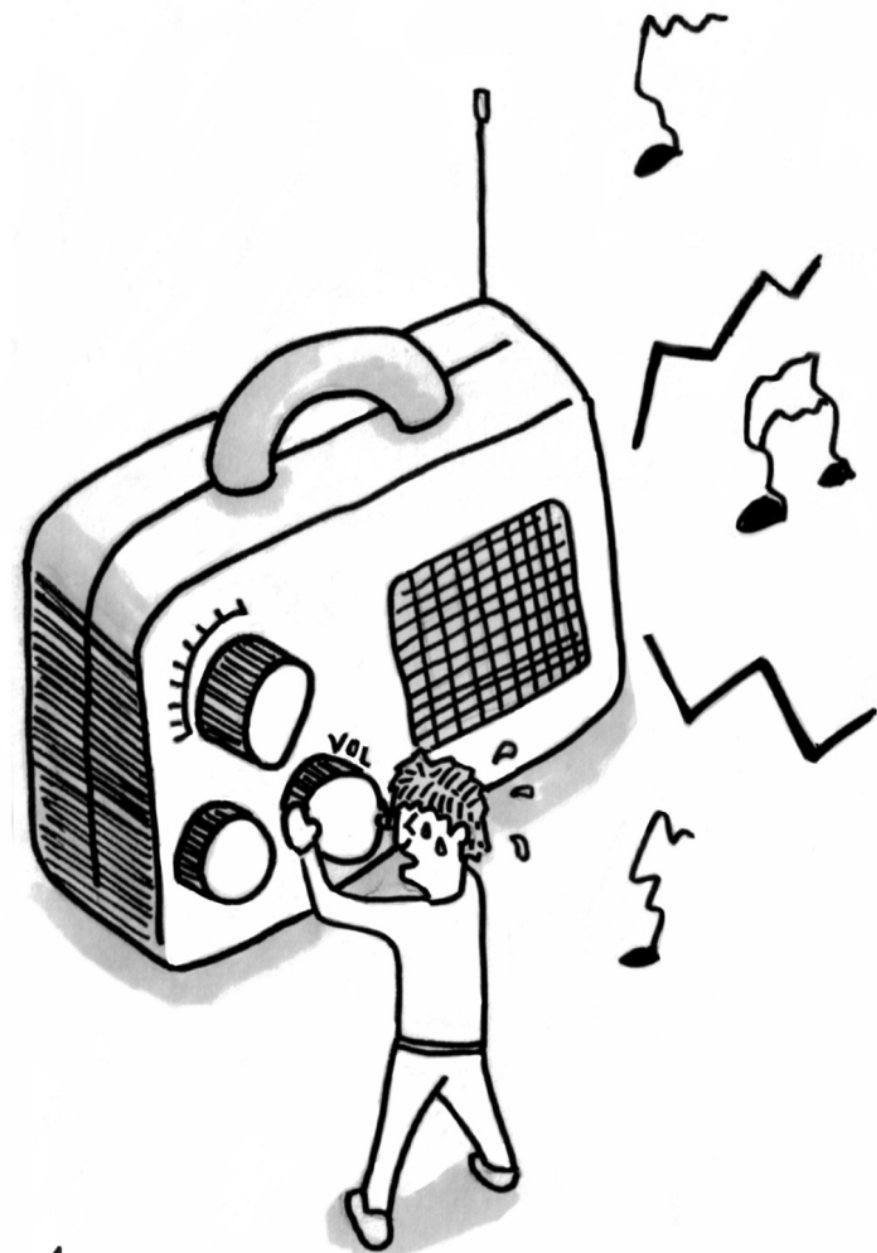
(Luoma, Hayes & Walser, 2007)



What are you willing to have, in this moment, in the service of doing what you value?”

“If you don’t want it, you’ve got it
– ACT proverb






Benefits for Coaching Clients?

- Less guided by unhelpful thoughts/ judgements/ evaluations/ expectations
- Expectations of change (Mindset – Carole Dweck)
- Increase contextual sensitivity
- Less caught up in Mind
- Increase the probability of Values guided responding
- Coaching client:
 - I have to succeed
 - I notice my mind saying, I have to succeed



A person wearing a dark suit and a white shirt is holding a white rectangular sign with both hands. The sign has the text "And now this..." written on it in a black, hand-drawn, chalk-like font. The person's face is not visible, only their torso and hands are shown. The background is dark and out of focus.

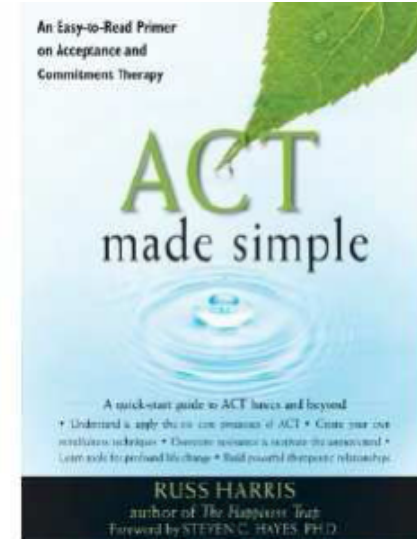
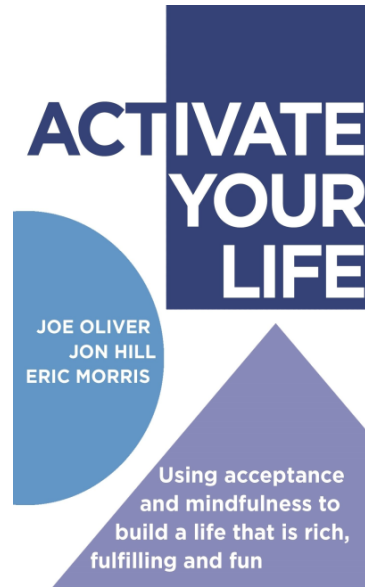
And now this...

ACT Coaching Resources

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Mindful Resilience

Thriving in the Workplace

