



Coaching Report

September 2014

Directors' Corner

Having met many wonderful coaches at the Harvard Medical School conference (this year's event is next week -- be sure to join us!) and other IOC events, I know I am not alone in having found myself with clients who have experienced a wide range of mental health challenges -- substance abuse, depression, anxiety, ADHD, etc. We only need think of the recent tragic loss of comedic genius Robin Williams to remind us how debilitating these issues can be, and how crucial it is that coaches be able to navigate the mental health landscape.

No matter your background, becoming an effective coach means learning the distinction between coaching and other mental health services -- and knowing when and how to approach, with sensitivity, topics that can engender vulnerability, fear, and resistance.

For this timely and important topic, we invited Harvard psychologist Dr. Shelley Carson to share her insights on mental health literacy for coaches. Shelley is author of the award-winning book, "Almost Depressed", which is part of a series focused on what a group of Harvard researchers have named the "almost effect". You can learn more about these important books at www.almosteffect.com.

In the meantime, this month we invite you to dive into the research with the article below, join our live webinar with Dr. Carson, and take advantage of our online MasterClass specifically designed to help coaches:

- Assess whether your client's symptoms are a problem
- Gain insight on how to intervene with a struggling client

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- Gauge the physical, psychological, and social impact of a client's symptoms
- Determine when and how to get additional professional help for a client

No matter what level of experience you have as a coach, we all need to understand the fast-changing terrain of mental health. As more people avail themselves of a health, wellness or leadership coach, we will more and more often find ourselves on the front lines of support. Our gifts—and skills—are crucial: we need to know when and how to provide guidance, help – and hope.



Jeff Hull, PhD, Director of Education and Business Development

This month:

1. Research you need to know: **At the Border: Coaching a Client with Dissociative Identity Disorder**, by Francine Capone
2. Books Important for Coaches: **The Almost Effect™ Series developed by Harvard Medical School**
3. ICPA MEMBERS ONLY: Webinar: **Mental Health Literacy for Coaches** and online self-study MasterClass: **Mental Health Literacy: What Coaches Need to Know**
4. Coaching in Leadership and Healthcare Conference, September 12 and 13, 2014. Learn more and register here.

Research You Need to Know?

At the Border: Coaching a Client with Dissociative Identity Disorder, by Francine Capone, *International Journal of Evidence Based Coaching and Mentoring* ; 2014, Vol. 12, No. 1.

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Special thanks to Brodie Gregory, PhD for translating this article.

Chances are, at some point in your coaching practice you have encountered the challenging grey area where the lines begin to blur between coaching and counseling. Frequently, one clear way to differentiate is through the purpose of the practice. Whereas counseling is for addressing and managing psychological dysfunction, coaching is for improving performance and enabling growth and development. But, what if a client has *both* needs?

In her recent *International Journal of Evidence Based Coaching and Mentoring* article, Francine Campone presents an eye-opening case about a coaching client with a clinical diagnosis of Dissociative Identity Disorder, where the intersection of coaching and counseling is clearly tested. As Campone notes, this case “offered an opportunity to observe and learn from such an intersection by constructing a case study from participants’ journals and interviews, observation and reference to peer-reviewed literature” (p. 2).

The case provides useful and thoughtful insights into critical steps for coaching in this context. In fact, Campone outlines five critical “checkpoints” for carefully managing the border between coaching and counseling. These checkpoints include:

1. Establishing the relationship, roles and boundaries
2. Establishing goals
3. Maintaining trust and safety
4. Fostering client-centered partnership
5. Coaching processes

In the article, Campone provides details on what each of these checkpoints “looks like” for both the coach and client – a useful dual perspective. Interested in seeing more? Take a look at Table 1 on page 9 of the article.

Why shouldn’t clients with clinical diagnoses also enjoy the benefits of working with an executive coach? While counseling and appropriate treatment are essential, working with an executive coach can help clients with disorders live a richer life and flourish in spite of their diagnosis. The Campone case presents a valuable example of how to carefully work with clients with a clinical diagnosis, while still respecting the coaching/counseling border. Take a look at Campone’s full article. How can you use this case to help you provide better coaching services to clients or potential clients with a clinical diagnosis?

Members may [login](#) to access the original research.

Books Important for Coaches:

The **Almost Effect™** was developed at Harvard Medical School in collaboration with many experts from Harvard Medical School, Hazelden and other institutions.

Almost Depressed: Is My (or My Loved One's) Unhappiness a Problem? (2013) by Jefferson Prince, Shelley Carson

Almost Anorexic: Is My (or My Loved One's) Relationship with Food a Problem? (2013) Jennifer Thomas, PhD and Jenni Schaefer

Almost Anxious: Is My (or My Loved One's) Worry or Distress a Problem? (2013) by Luana Marques (Author), Eric Metcalf (Contributor)

Almost Addicted: Is My (or My Loved One's) Drug Use a Problem? (2012) J. Wesley Boyd MD PhD (Author), Eric Metcalf (Author)

Almost Alcoholic: Is My (or My Loved One's) Drinking a Problem? (2012) by Ph.D. Joseph Nowinski PhD, M.D. Robert Doyle MD

Special offerings for members of the Institute of Coaching Professional Association.

The ICPA is a member-donor association designed to be your bridge from scientific research and theory to best practices in leadership, health / wellness, and personal coaching. Learn more [here](#)

A. **September Online Self-Study Masterclass: Mental Health Literacy for Coaches**

B. **Live Webinar for ICPA members: Mental Health Literacy**
September 25, 2014; 4 PM ET.

For members to sign up for live webinar, please login and select the Live Teleclass blue tab.

- ICPA members [login here](#)
- [Or join the ICPA](#) to access the full MasterClass

Coaching in Leadership & Healthcare Conference

Sponsored by Harvard Medical School, Continuing Medical Education; McLean Hospital and the Institute of Coaching, Sept 12 and 13, 2014 at the Renaissance Boston Waterfront Hotel. [Register Here](#)

The seventh annual Coaching in Leadership & Healthcare conference offered by the Institute of Coaching, McLean Hospital, and Harvard Medical School, serves leaders, physicians, healthcare providers, executive coaches, life coaches and health and wellness coaches. This energizing and groundbreaking event features keynotes by world leaders in leadership, health and well-being, coaching, and positive psychology, behavioral psychology, and neuroscience.

7 Inspiring Keynotes:

- **The Leader's Focus:** Daniel Goleman, PhD; The Linda S. Ballew Lecture
- **Flexible Minds, Hearts, and Hands: How to Empower Leaders, Workers, and Lives:** Steve Hayes, PhD
- **Translation Panel: Client applications of Emotional Intelligence:** Course Directors: Carol Kauffman PhD and Margaret Moore, MBA
- **The Future of Leader-Leadership and Character Development: What's "I" got to do with it?:** Dana Born, PhD
- **Optimizing Social Relationships in Coaching:** Todd Kashdan, PhD
- **The Power of Truth:** Yaël Farber
- **Beethoven: From Emotional Crisis to Artistic Triumph:** Richard Kogan, MD

[Learn More and Register here.](#)

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