



Coaching Report

July/August 2014

Directors' Corner

The Power of Love

At our 2013 conference, Barbara Fredrickson encouraged coaches to “make love all day long.” She didn’t mean what first crossed your mind – she is redefining love as the micro-moments where two people connect with another, like in coaching. Our brain activation and behavioral patterns sync up, like a mind meld. This perspective offers a different way to consider the impact of coaching presence.

When we share positive emotions with another person, not only do both brains perform better in the moment, but also physical health improves over time. Research finds that due to activation of the parasympathetic nervous system, “the rest and rejuvenate mode” of the autonomic nervous system that improves immune system function. Coaching can then be viewed as an intervention that prevents chronic disease and early death.

All of this important research rests on top of Barbara’s broaden and build theory of positive emotions – how they improve open-mindedness, creativity, and strategic thinking in the moment, and over time build resources including resilience, problem-solving ability, and relationships. That’s why marriages need a ratio of 5 positive emotions to 1 negative emotion to thrive.

Our past conference speaker, Richard Boyatzis, just released [an article](#) on how possibility and compassion-focused coaching enhances brain function and creativity, using brain scans.

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If you need more convincing or would like to learn more, please our webinar join positivity on July 22 at 2 pm ET. (Available to [ICPA Members](#)). Carol Kauffman will discuss positivity in leadership coaching and 360 feedback and I will be talking about positivity and health. We love this topic; it's what first drew us together ten years ago.



Margaret Moore, MBA, Co-Director

This month:

1. Research you need to know: **Having the will and finding the way: A review and meta-analysis of hope at work**

2. Books Important for Coaches: **Positive Psychology: Harnessing the power of happiness, mindfulness, and inner strength (Harvard Medical School Special Health Report Book 4)**

3. ICPA MEMBERS ONLY: Webinar: **Positivity in Coaching: Why, What and How**

and online self-study MasterClass: **Positivity and Love 2.0**

4. Coaching in Leadership and Healthcare Conference, September 12 and 13, 2014. Learn more and register here.

Research You Need to Know?

Having the will and finding the way: A review and meta-analysis of hope at work by Rebecca J. Reichard, James B. Avey, Shane Lopez & Maren Dollwet
The Journal of Positive Psychology 8:4, 292-304



Special Thanks to Deborah Elbaum, MD for translating this article. Access to the original research article is available to ICPA members in the journal section

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of the member library.

A number of factors are correlated with increased employee performance and well-being, but did you know that having hope is among them? If asked, most of us would probably define hope as the feeling that everything will turn out as or better than expected. Yet, the construct of hope involves a bit more than that. For a person to have hope, he or she must be able to both identify and achieve goals, as well as create or imagine alternative routes to achieving goals when the original pathway has become blocked.

In this article, researchers Reichard, Avey, Lopez, and Dollwet reviewed 45 studies examining hope in the workplace from the past 20 years. In all, more than 11,000 employees, from ages 20 to 55, and with 2 to 16 years of work experience, were represented. A number of significant correlations were identified:

- Employees with more hope had increased employee performance, as measured by supervisor ratings, self ratings, and objective performance ratings.
- More hopeful employees had increased happiness, job satisfaction, and commitment to their organization.
- Employees with more hope had better physical and mental health and well-being, although these measures were not specifically defined.
- Last, and not surprisingly, the least hopeful employees had the most job stress and burnout.

Having hope is clearly beneficial not only for the success of an organization, but also for the overall well-being of the individual employee. The coach's role is to help the client tap into, bolster, or solidify a hopeful attitude. Whether through positive self-talk, mental imagery exercises, or exploring new perspectives, there are likely many tools that can help.

Which tools will you try with your clients?

Books Important for Coaches:

Positive Psychology: Harnessing the power of happiness, mindfulness, and inner strength (Harvard Medical School Special Health Report Book 4)
(2014) by Ronald D. Siegel PsyD

Positive emotions have been linked with better health, longer life, and greater well-being in numerous scientific studies. On the other hand, chronic anger, worry, and hostility increase the risk of developing heart disease, as people react to these feelings with raised blood pressure and stiffening of blood vessels. But it isn't easy to maintain a healthy, positive emotional state. People often misjudge what will make them happy and content. Positive Psychology, a Special Health Report from Harvard Medical School, is a guide to the concepts that can help you find well-being and happiness, based on the latest research. This report includes self-assessment tests and step-by-step advice and exercises to help you maximize the positive emotion in your life.

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. July Online Self-Study Masterclass: **Positivity and Love 2.0**

We feature Dr. Barbara Fredrickson's research on positivity, or positive emotions, as well as her research on the psychology and biology of "love," what Barbara describes as the supreme emotion, explored in her latest book titled **Love 2.0**

B. July Online Live Webinar for ICPA members: **Positivity in Coaching: Why, What and How**

The Institute's co-founders, Carol Kauffman and Margaret Moore are collaborating on this important topic, bringing interesting perspectives from leadership coaching and health & wellness coaching. Each will present for 20 minutes, followed by a discussion on the practical aspects of generating positive emotions in coaching.

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

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.

We offer five breakout sessions in four track domains (two breakouts are Advanced Practice):

1. Leadership
2. Healthcare
3. Positive Psychology, and
4. Advanced Practice.

We also offer a poster session to bring you the latest research.

[Learn More and Register here.](#)

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