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Solution-Focused Coaching

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For starters:

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#enable



People are
inherently
resourceful and can
find many ways of
realizing their
preferred futures.



Objectives

- Be able to describe some of the key principles and techniques of Solution-Focused Coaching.
- Have had an opportunity to apply a Solution-Focused Coaching model (ENABLE) in practice.



A few ground rules...

1. Respect each others' needs
2. Welcome and embrace different opinions/perspectives
3. Listen to each other, only one voice at a time
4. If you don't understand someone's point, please ask them to clarify
5. After talk breaks, let's come back together *quickly*
6. Confidentiality
7. Phones on silent, please.

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The Solution-Focused Approach

What do you know about it already?

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The Solution-Focused Approach

- Originally developed by Steve de Shazer, Insoo Kim Berg and their colleagues at the Brief Family Therapy Centre in Milwaukee.
- At the time, Solution-Focused Brief Therapy represented a radical departure from traditional therapeutic approaches.



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Evidence base

From the *therapeutic* domain:

- Achieves comparable results to other therapies, while being more efficient in terms of time and costs (Macdonald, 2007).

From two *coaching* studies:

- SF techniques enhance hope by helping coachees to determine possible pathways towards their goals (Green, Grant & Rynsaardt, 2007; Green, Oades & Grant, 2006).

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Solution-Focused Coaching:

Principles



It is not necessary to explore and understand the origin of a 'problem' in order to begin constructing a solution. Instead, the coach can support the coachee to obtain clarity about their *preferred future*.



Coachees are resourceful people who bring strengths, skills and qualities to the engagement.

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There are always *exceptions* in the coachee's experience – times when the preferred future is already happening (even if only in part) or times when 'the problem' isn't as bad. These can be valuable sources of learning.

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Small changes can lead to bigger changes. The coach can support the coachee to plan a small step forward that will constitute a meaningful sign of improvement.

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ENABLE: A Solution-Focused Coaching Model (Adams, 2015)

	Key question
Elicit preferred future	"Imagine a time in the future when things are as you want them to be... What does that look like?"
Notice exceptions	"What are the signs <i>now</i> of your preferred future already happening?"
Activate strengths and resources	"What helped to achieve those successes?"
Build on what's working	"How can you build on your existing successes to move forward?"
Look for opportunities	"How can you go about that in the coming days or weeks?"
Efficacy supportive feedback	"What I've heard/noticed is..."

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Application in practice

Work in pairs, or in a pair with an observer.

One person will be the coach, the other the coachee.

Use the ENABLE model to support a person in thinking through a problem they want to solve or a goal they want to achieve (either at work or at home).

NB: Confidentiality!

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Reflections?



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Applications in your role?

In what circumstances might you be able to use the ENABLE model?



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Further reading:

Solution-Focused Coaching:

O'Connell, B., Palmer, S. & Williams, H. (2012). *Solution-Focused Coaching in Practice*. Routledge.

Iveson, C., George, E., & Ratner, H. (2012). *Brief Coaching: A Solution-Focused Approach*. Routledge.

Applications of Solution-Focused Coaching in schools:

Adams, M. (2015). *Coaching Psychology in Schools: Enhancing Performance, Development and Wellbeing*. Routledge.

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Thanks very much!

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