

The CPSIG is a Special Interest Group of the New Zealand Psychological Society (NZPsS) estd 2009

Pūtātara: The Pānui of the CPSIG

July 2015

A Word from the Chair:

Tēnā koutou

Welcome to the July edition of Pūtātara. So much has happened since we last sent a newsletter out: a new committee with an updated strategy, a great NZAPP conference, the survey on the development opportunities you would like, our annual report, lots of discussions on CPNet and lots of new research to review as always. Also there are some really interesting events coming up. So, enjoy browsing through all the news below.

First up, a strategic planning meeting on 1st July in Christchurch brought all the CPSIG committee members together to develop our strategy and plan our future activities to further Coaching Psychology in New Zealand. The strategy, and action plan was developed based on our key purpose and drivers:

- Sharing information on development opportunities
- Discussing and developing coaching practice
- Providing development opportunities
- Promoting best coaching and supervision practice
- Creating public awareness of coaching psychology

Activities in each of these areas is planned for the upcoming year –see below for details of upcoming development events and watch this space to hear what the CPSIG has to offer.

Also, so this group can give you even more value, we'd love your input. We'd love to hear your ideas on what you want to see more (or less) of - in this newsletter, on [CPNet](#), as events, or in the group in general. Please feel free to add your comments to the discussion on [CPNet](#) or email the Chair, trishtapara@cpnet.com.

Interesting discussions on CPNet

It's great to see so much participation in our CPNet discussions (cpnet@googlegroups.com) where we can all exchange ideas and resources about coaching psychology in New Zealand.

One of the most interesting recent discussions on [CPNet](#) has been sparked by a UK survey of the SGCP (Special Group in Coaching Psychology) on what underpins the practice on coaching psychologists. In the UK, they found the highest percentage used a facilitation (followed by an instructional) approach and more than 28 psychological underpinnings were used. This led to the suggestion that we run a survey in New Zealand to find out more about our approaches and methodologies. Dani Ruis is keen to get funding for this survey and get this happening. If you want to find out more, have a read - [CPNet](#) .

Also, we are asking if you are keen to move CPNet to a LinkedIn group – there are good ideas on both side of this, please add your vote on [CPNet](#) .

“Again, thank you for your participation. The more we all contribute the greater professionalism we can obtain as a coaching community” (Dani)

Introducing the new committee



Above: The CPSIG committee at NZAPP conference. Anna, Dani, Corinne and Trish

As you know, The CPSIG welcomed a new committee in February, with new members from Christchurch and Auckland. Trish Tapara remained on the committee and was elected as Chair. Corinne Lucas-D'Souza, Dani Rubio Rius and Anna Kingston joined the committee earlier this year.

Trish Tapara (Chair)

Trish Tapara (Auckland) is a registered psychologist (Industrial and Organisational), an experienced consultant with her own business as a coach and facilitator. Trish uses her skills in organizational development to develop individual and organizational capability and has worked on numerous change projects and implemented leadership and other learning and development solutions. Her special interest in coaching psychology comes from her belief that we all have unique and special capability and untapped potential. As a coach we can provide the best experience for the client when our approach and our coaching relationship is built on a strong foundation of trust, integrity and on research that tells us what really works.

Corinne Lucas-D'Souza

Corinne Lucas-D'Souza (Christchurch) is a full member of CPSIG's steering committee. She loves bringing evidence-based research to our members' attention through Pūtātara and CPNet, and is active behind the scenes as CPSIG's secretary. After completing a degree in languages and working in operational management for many years, Corinne became interested in the psychological processes behind people's maladaptive behaviours at home and in the workplace. She has a passion for individual and professional development through coaching, especially using a strength-based approach. She works as a Research Assistant for the University of Canterbury's Department of Management, Marketing and Entrepreneurship, and is currently conducting research on perceptions of employability as part of her Master of Science in Applied (I/O) Psychology at the University of Canterbury.

Daniela Rubio Rius

Dani Rius (Christchurch) is passionate about coaching, which she believes can help people transform their lives to make a more positive impact on their own and other people's lives. She believes in the power of working together as a means to improve their relationships at work and business in general. After completing her MSc in Industrial/Organisational Psychology, with her strong research (MA Research Methods & Research Assistant for the Department of Management at University of Canterbury), and teaching and counselling skills background, she is now developing her own Strategic Learning and Talent Development consulting practice; aiming to help businesses and individuals uncover their available talents and innovatively solve problems by strategically working together. Dani is committed to providing evidence based research and engaging the community to contribute to the discussions as a platform for professional development and organising professional development events of interest to our members. A regular blog writer and contributor on LinkedIn, she welcomes members to make use of her free resources.

Anna Kingston

Anna Kingston (Auckland) has been co-opted to the committee. Anna brings her experience in applied coaching and has a passion for using an evidence-based approach and providing sound development for the coaching profession. Anna is fascinated by advances in neurobiology and psychology which tell us more about how the brain works and she loves applying this research to her coaching and facilitation work. She lives in Auckland, and works as a coach and leadership learning facilitator.



NZAPP conference (a combined update from all of the committee)

“Dr. Aaron Jarden organised another wonderful and interactive NZ Association of Positive Psychology conference. He created a relaxed and informative environment where people could network, and learn about updates in positive psychology research. The CPSIG committee all attended and created a high profile presence by presenting information to participants during breaks and networking”. (Anna)

“We had excellent mystery speakers. One of them was Rob Diener, from the United States. Great to have you there, Rob! I loved to hear a not-so-positive tone set in what could have been an over-toned "positive" conference. Rob cautioned against ignoring our negative feelings. There are times in which these, too, should be heeded. Instead of changing topics when our kids come home and tell us about a disappointing experience they had that day, we should check in with them and allow them to express their feelings. Is it not true that we tend to steer people away from negative emotions just because we do not feel comfortable enough to stay in the moment with them? Great one, Rob!” (Dani)

“The quality of the speakers was outstanding and I particularly enjoyed discovering Kooloobong Village (KBV), the world's first "positive residence", at the University of Wollongong, Australia. Associate Professor Lindsay Oades explained that the entire planning and running of the village follows positive psychology and positive organisation principles. The village uses the “Live Out Loud” (LOL) program to promote and enable "lifelong wellbeing for all people connected to KBV". This is done by making sure that all six aspects of the Wheel of Well-being (WoW), such as Body, Mind, Spirit, People, Place and Planet are included in all activities. Great to see positive psychology applied on such a scale!” (Corinne).

“It was wonderful to hear the international speakers and also our own talented professionals from New Zealand. I particularly enjoyed Dr Iain McCormick, whom many of you will know, presenting on his experience working with businesses to improve their leadership and team capability. Iain used a case study on 'Positive Team Psychology' with the theme of developing cohesive, trusting teams. His study demonstrated how important the structure of the programme was and how the individual coaching component can influence the team outcomes with increases in trust levels and team capability. It was a wonderful applied example of positive psychology with many best practice examples for us to take away.

As well as Iain's presentation the workshop by Dr Maree Roche was inspiring and thought provoking. It covered study findings from her and Professor Jarrod Haar's research 'Lessons from Maori Leadership in Development of Authentic Leadership.' The snippets of conversations with the leaders demonstrated the strong influence of culture on Māori leadership and how traits of altruism, humility and collectivism impacted on the wellbeing of those they lead. In line with the research on authentic leadership their study participants took a sustainable and long term orientation; not just 10 years or even 100 years but looking forward to a 1000 years from now. Kia ora, Maree, thank you for sharing your experiences and insights.” (Trish)



Your professional development opportunities

In June we surveyed members to identify their professional development priorities. We kept the survey short to make it easy for you to respond and share your priorities. It was wonderful that so many of you participated. The results show that 'Evidence-based practice' and a range of leadership coaching (authentic, mindful and resonant) were seen as the highest priority based on 23 responses. We'll have full results on [CPNet](#). Your information allows us to tailor development opportunities to your needs.

Therefore, evidence-based practice in leadership coaching is what we will be focusing on in the upcoming events (see below).

Upcoming events

1. Authentic leadership coaching by Jasbindar Singh

Are you interested in evidence based authentic leadership coaching? Jasbindar will share the leadership engagement model as part of a case study. The coaching work resulted in a significant shift in her client's engagement and leadership.

Some 'how to's' will be shared in developing the leader's emotional intelligence in the two EQ/SQ facets of self-awareness and emotional awareness of others.

This will be an interactive session where participants will get to explore their own examples of leadership and high engagement, with links to further tools and resources if you want to explore the topic further.



To register interest please email trishtapara@cpnet.com and we will forward a registration form.

Dates:

Auckland - September 28, 5:30-7:00pm

Christchurch – September 30, 10:30am-12:00pm

Prices:

Early bird	After August 7th
CPSIG members: \$95	CPSIG members: \$120
Non-members: \$145	Non-members: \$180

Jasbindar Singh Bio:

Jasbindar is a leadership coach, conference speaker, author and business psychologist. She is a regular contributor to business magazines and blogs, and is the author of *Get Your Groove Back - How Spiritual Intelligence (SQ) can give you the work and life you really want*.

Jasbindar considers herself a lifelong learner and loves engaging with her clients to create new possibilities and mind-set. She has worked in diverse sectors including: Airlines, Banking and finance, Dairy, Education, Engineering and IT consultancies, Energy, Health, Government, Media – Print and Television and Manufacturing. For further information including speaker testimonials, visit: www.jasbindarsingh.com or for blog posts - www.sqleadership.com.

2. Leadership coaching by Trish Tapara and Dr Iain McCormick

This event is scheduled for November in Auckland. Watch this space and [CPNet](#) for more information.

3. Coming up next.....

As always if you have something you think the Coaching Psychology network would be interested in and would like to offer a workshop, webinar or networking session, let us know.

Research synopsis

In this newsletter, Corinne Lucas-D'Souza reviews the use of motivational interviewing in executive coaching.

Harakas (2013) suggests that motivational interviewing (MI) may be a useful technique in executive coaching in certain conditions. MI is a counselling method created by Miller and Rollnick. Originally used in clinical psychology, it has been effective in promoting behaviour change in cases of substance abuse or health-related issues, by directly targeting the coachee's resistance to change and ambivalence.

Resistance to change can result from 3 factors: (1) the *context* (e.g. organisational uncertainty, or when coaching is mandated to address performance issues), (2) the *coach-coachee relationship* (i.e. resistance may be heightened if the coach provides too much direction, expert advice, or confronts the coachee), and (3) *coachee characteristics* (in terms of their readiness for change). Another issue related to resistance to change is reactance, where individuals react against a suggested or imposed change by acting in opposite ways, such as enacting the behaviours that are restricted or avoiding the behaviours that are encouraged; this reaction may occur because the individual feels that their freedom is being threatened.

In terms of ambivalence, individuals may struggle to engage with organisational change due to the presence of desired but contradictory goals, which lead to internal conflict, and individuals remaining 'stuck'. In MI, ambivalence is considered normal, and the key is to explore what an individual actually wants rather than focus on *why* they are not motivated to change. MI consists of three elements, such as collaboration, evocation, and autonomy: both coach and client engage in exploration of what the client wants (collaboration); the coach encourages the client to draw on what they perceive to be their experience and what their goals and values are (evocation); and the client's autonomy is respected (i.e. the coach believes that their client is entitled to, and capable of directing their own change). The four guiding principles of MI are: (1) *expressing sympathy* (through reflective listening), (2) *developing discrepancy* (by using the decisional balance technique, i.e. exploring the costs and benefits of both current behaviour and desired goal), (3) *supporting self-efficacy* (i.e. the client believing that he/she can enact the change and achieve their goal), and (4) *rolling with resistance* (i.e. the coach avoids arguing with the client, does not oppose resistance directly, and invites new perspectives without imposing them).

Harakas suggests that MI may work well in the following conditions:

- during the pre-contemplation and contemplation stages of the transtheoretical model of intentional change, because resistance and ambivalence are common during those stages
- when leadership development coaching uses 360-degree feedback, because leaders may show resistance to such feedback
- when coaching has been mandated, because the coachee may be unwilling to change, and perceive the change as a threat to his/her freedom
- for coachees who prefer a reflective rather than a directive coaching style

Nevertheless, although MI shows some promise, its effectiveness in executive coaching still needs to be demonstrated through empirical testing.

Harakas, P. (2013). Resistance, motivational interviewing, and executive coaching. *Consulting Psychology Journal: Practice and Research*, 65(2), 108-127. doi: 10.1037/a0033196

That's all folks, thanks for your time and attention.

We look forward to hearing from you on CPNet... <https://groups.google.com/forum/?hl=en#!forum/cpnet>

VISIT THE CPSIG WEBPAGE: <http://www.psychology.org.nz/SIG>