

Abstracts for the Israel chapter of "The second international conference for coaching psychology"

From Popular Profession to an Academic Discipline

Thursday 6/9/12 Auditorium 001 at the Chapell School of Social Work Tel Aviv University

Arnon Levy PhD. IACP Chair and congress organizer

Congress Abstracts

1. "A seat at the table for Coaching Psychology" by Peter Zarris, David Heap

Coaching psychology has enjoyed a boom in popularity over the past ten years. We are now at a stage where this growth will continue or this will be revealed to be a bubble which could burst at any time. Peter Zarris and David Heap will present an agenda and strategy to build on the past growth in Coaching Psychology and to extend the influence of Coaching Psychology throughout the broader coaching industry, the psychology profession and our business and social communities.

Peter and David will present their experiences as leaders in Australian and global Coaching Psychology and the lessons gained in how to obtain a "seat at the table" so that coaching psychologists can position ourselves as thought and practice leaders in coaching, psychology and our client communities.

Peter Zarris is the co-founder and co-Chair of the ICCP, the former Convener of the IGCP in the APS and is currently the Chair of the College of Organisational Psychologists. He is the CEO of the Opic Group.

David Heap is the current Convener of the IGCP. He is a Partner at Insight Management Consulting.

2. Increasing Happiness By: Prof Yoram Barak, MD, MHA.

Over the past several years there has been a substantial effort in psychology to attend to matters such as happiness, hope, optimism, resilience, meaning in life, and character strengths. Positive psychology (PoP) is an umbrella term that has brought together numerous medical, social and behavioral scientists for the study of positive emotions, positive character traits, and enabling institutions. PoP is striving to be rigorous and evidence based in its endeavor to identify interventions that promote mental health and quality of life.

First, a caveat about the word *happiness* itself: scientific and interventional work is undertaken with the assumption that *happiness* is a scientifically unwieldy term and that its serious study involves dissolving the term into at least three distinct and better-defined routes to “happiness” : (a) positive emotion and pleasure (the pleasant life); (b) engagement (the engaged life); and (c) meaning (the meaningful life). Recent research suggests that people reliably differ according to the type of life that they pursue and, further, that the most satisfied people are those who orient their pursuits toward all three, with the greatest weight carried by engagement and meaning.

The following 2 interventions were compared to a placebo control exercise and tested as to their lasting effect on increasing happiness and decreasing depressive symptoms in healthy volunteers.

Gratitude visit. Participants were given one week to write and then deliver a letter of gratitude in person to someone who had been especially kind to them but had never been properly thanked.

Three good things in life. Participants were asked to write down three things that went well each day and their causes every night for one week. In addition, they were asked to provide a causal explanation for each good thing.

These exercises increased happiness and decreased depressive symptoms for six months. Not surprisingly, the degree to which participants actively continued their assigned exercise on their own and beyond the prescribed one-week period mediated the long-term benefits. Specific interventions make people lastingly happier, and it is believed this holds implications—small and large—for the future of positive interventions and perhaps for clinical interventions. Six months is far from “happily ever after,” but these results suggest that lasting increased happiness might be possible even outside fairy tales. Further work is of course needed to identify the fine detail of how interventions worked.

Based on the following work:

Seligman MEP. "Positive Psychology Progress: Empirical Validation of Interventions."
American Psychologist 2005

Notable references:

Hershberger PJ. "Prescribing Happiness: Positive Psychology and Family Medicine"
Family Medicine 2005

Barak Y and Achiron A. "Happiness and Neurological Diseases" Expert Opinion in
NeuroTherapeutics 2009

3. Coaching Psychology - From Popular Profession to an Academic Discipline

By Arnon Levy PhD.

The lecture analyzes the paradoxical phenomenon of coaching. On one hand coaching is the second most popular profession after the high tec professions and a field that enjoyed exponential development in the western world, as opposed to the rising lack of credibility among the general public and reluctance in the academy on the other hand. It is suggested that the key to the success of coaching derives from the fact that coaching embodies the 21 century zeitgeist – Coaching is a purposeful, result-focused action designated to promote the self actualization and the realization of the individual potential within a short, limited time. Certainly a desired goal for the 21st century.

The reluctance seems to stem from the lack of academic and contextual training in most coaching schools, lack of boundaries and of commitment to scientific standards.

It is proposed that CP is the right pace in bringing life coaching from a popular profession into an academic discipline.

The author offers an approach that views CP as a new discipline with an essential psychological ground but with a revolutionary potential to integrate approaches, methodologies ideas and scientific conceptualization from multiple disciplines. CP may become the "holy grail" to the realization of the coachee's personal and human potentials and self actualization (The Full lecture is to be sent separately).

Dr. Arnon Levy is a clinical psychologist psycho-anthropologist and coach. He is the founder, and ex-director and academic consultant of Tel Aviv University coaching studying program. Dr. Levy is the founder and chair of IACP – Israel Association for Coaching Psychology, and of CPA Coaching Psychology Academy to train for academic degrees in CP from an existential-humanistic viewpoint. He is the author of a few books in existential and evolutionary approach in Psychology. Dr. Levy is the former Chairman of the Israel Association for Psychotherapy.

4. The Winning bonds - a comparative look at the relationship between Coach - Trainee, Therapist – Client & Guru – disciple By Sara Iwanir PhD.

Research conducted by the Olympic Games' Committee in Canada shows that at the Beijing Olympics, the most influential factor predictive of winning medals and overall performance levels was the ***coach-athlete Rapport***.

Essentially, the "***Relationship***" component is a primary engine in facilitating any process of human self-realization, growth & development.

In this paper the author takes a comparative look at the *relationship element* as manifested in three interrelated fields: *coaching* (coach – trainee), *psychotherapy* (therapist – client) and *spiritual guidance* (guru –student/ disciple). The comparison addresses the following issues:

- Mutual selection (how they choose one another)
- Basic premises, goals and objectives
- Stances on reciprocity in the *relationship* context

- Content & techniques
- The significance of "Setting" (time, space...)
- Approaches towards Disclosure, Empathy, Dependence & Love

The upcoming workshop offers an experiential course on the distinctness and uniqueness of each discipline in terms of the ***facilitative relationship & rapport***. With that, we will also address how each field is enriched and challenged by this diversity.

Dr. Sara Iwanir Individual, Marital and Family Psychotherapist, Dr. Iwanir is co-founder and former clinical director of Shinui Institute (pioneering center for Family & Systemic Therapy), Israel. Currently in private practice. She is director of the Marital Therapy Training Program at "Shinui", where she initiated (2008) and still coordinates "Project LOVE", a program designed to help families dealing with HIV. She is also lecturer at Hebrew University's "Magid" Institute for Integrative Psychotherapy and the Center for Short-term Focused Psychotherapy at Bar-Ilan University, Israel. Dr. Iwanir continually presents at conferences and workshops, both nationally and around the world, in the media and in professional publications & literature.

5. Coaching for change: Motivational Interviewing and Coaching by Merav Regev-Nevo, M.A:

The workshop focused on introducing the spirit, principles and techniques of Motivational Interviewing (MI), through lecture, conversation and videos. Special attention was given to coacher-client rapport; use of various MI techniques in different stages of the coaching process; and the benefits of MI spirit and techniques regarding dealing with resistance.

Merav Regev-Nevo, M.A: Social Psychologist and group facilitator, educated and trained at Haifa University, Israel. Her occupational experience includes: organizational counseling for the IDF (both on personal and organizational levels) as well as for other major organizations; group facilitation for leadership development, Interpersonal skills, public speaking and women empowerment; and teaching various courses in Psychology. Merav specializes in leadership development, team-work development, and motivational interviewing. She's currently studying for her doctoral degree in psychology.

6. Improvisation in psychotherapy and coaching- The legacy of Milton Erickson By Asaf Rolef Ben-Shahar PhD.

There is a paradox inherent in psychotherapy and coaching. On the one hand, we encourage flexibility and loosening of habitual patterns of thinking, processing, and acting. On the other hand, we do so via a highly rigidified, and oftentimes procedurally-based, structures (more so in psychotherapy) and techniques (more so in coaching).

Psychiatrist, hypnotherapist and psychotherapist Milton Erickson incorporated the archetype of the trickster into his work, seeking to elicit creative means of problem-solving in non-procedural fashions and frequently unorthodox way. Ericksonian

psychotherapy offered important practice for finding what Douglas Flemons (1996) called "*freedom within form*" (p. 36). This short workshop endeavored to connect us with this safe-wildness of improvisation, with our flexible, creative, and nonlinear ways of thinking, feeling and acting in the world. While relational psychoanalysis have similarly emphasized improvisation (e.g. Ringstorm, 2007), Ericksonian work can be more easily incorporated in coaching (Erickson & Keeney, 2006; Erickson, 1958a; 1958b; 1959; 1961a; 1961b).

We began by mapping some of the common strategies used to remember a forgotten detail or item. A consensus was reached that "trying harder to remember" was a maladaptive strategy. What alternative means have we got? We then discussed the therapeutic paradox mentioned above. Can we remain safe, ethical, professional and skilled practitioners without becoming protocol-based and over-procedural?

Members were asked to group into threes and remember (and then share) their early-childhood playfields. I particularly encouraged them to focus less on games and more on play – finding states of freedom to move, to explore to challenge rigidities and imagine the unimaginable. We gathered some of the interesting common denominators of those playful places. These included: body, movement, outdoors, joy, imagination, childlike wonder and curiosity, excitement, breaking rules and more. Together, we wondered how much we are able to bring these into our coaching or therapy work and whether there are ways of cultivating the introduction of such states.

To conceptualize the work I've introduced Winnicott's (1971) concept of play as a crucial precondition for change-work and further elaborated on my (2011) theoretical and clinical understanding of trance states. The moments of trance, as I understand them, represent not-yet-formulated processes, the in-between stages of cognitive, somatic and relational organizations, where we step outside of our familiar ways of processing and enter the not-so-comfortable in-between play area (or transitional stage). For example, the times when we began to doubt that the tooth-fairy was real or that I really am good for nothing...

We introduced the idea that rituals may assist in cultivating the capacity to tolerate this creative discomfort (after Gilligan, 1993). The rest of the workshop consisted of a ritual for cultivating improvisational spaces. I described improvisation as a complementary position to technical mastery rather than an oppositional one.

A demonstration then followed. The volunteer spoke of a 'stuck' place (wanting to make more money). After listening, I accessed my own embodied-sense of childlike playfulness and freedom, which we earlier discussed and facilitated a similar accessing in the client. It was important to find an example that was still vibrant and vital, with strong affect and embodied sense. When we found such an example (which was a somewhat reckless act of a five-year-old), the obstacle was already present: the client's father was unable to sponsor his boy's dangerous behaviour, and merely shamed and scolded him. We then continued our conversation about the stuck place. The client realised how his stuckness is deeply connected to the inherent guilt that accompanies and creative act. We discussed some ways of cultivating playfulness safely and sponsoring this 'young boy' (after Gilligan, 1997).

The objective of the process was not to find a solution but instead to demonstrate the richness of possibilities that emerge when our playful, child-like and improvising self is allowed to participate in the coaching. I was touched by the volunteer's unyielding desire to re-establish connection with his vital curiosity and playfulness and the concurrent fragility that accompanied it.

After some feedback, the participants paired-up and practiced a shorter version of this exercise. They were asked to find a bodily (through movement, postural change, breath) representation of their playful and improvisational states (both the coach and coachee) and only then working with their stuck places. While this exercise was brief, many participants reported surprising results, deeper-than-expected coaching relationship, and real joyful engagement.

Thank you to Arnon who invited me to present in the conference, and to the members of the coaching-course in Tel-Aviv university for their friendship and support.

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Dr. Asaf Rolef Ben-Shahar, is an Israeli psychotherapist. He is the training director of the Relational *Body-Psychotherapy programme* at the Israeli Centre for Body-Mind Medicine and teaches in other clinical and academic settings in Israel and Europe, including the Psychology-based Coaching programme in Tel-Aviv University. Asaf is widely published and his first book *A Therapeutic Anatomy* is coming out in the first quarter of 2013

7. Two horses and an empty chair: Gestalt and Coaching (Borders and bridges in Gestalt practice, coaching-creative counseling).

8. The Way, when declared

Seems thin and so flavorless.

Nothing to look at, nothing to hear—

And when used—is inexhaustible.

Lao Tzu

Look to this day:\For it is life, the very life of life.\In its brief course\Lie all the verities and realities of your existence\The bliss of growth,\The glory of action,\The splendor of achievement \Are but experiences of time.\For yesterday is but a dream\And tomorrow is only a vision;\And today well-lived, makes\Yesterday a dream of happiness\And every tomorrow a vision of hope.\Look well therefore to this day;\Such is the salutation to the ever-new dawn! / Kalidasa

This experiential workshop aimed at demonstrating a unique method, combining Gestalt psychology, coaching-counseling, Zen, Jungian and existential approaches, expressive arts and creative writing to explore and enhance human potential. For the past 25 years, Mr. Bar - Kohav has led various interdisciplinary and experiential group workshops, both in Israel, at Universities and at Hakibbutzim College of Education, and in Europe (London, Oxford, Glasgow Manchester Berlin and Stockholm).

This unique marathon designed to meet the needs of the professional in the world of rapid changes. it incorporates three fields: Gestalt-Existential Psychology, coaching in the context of existential approach and the world of Arts and creative writing. This incorporation enable us to explore creative processes, nourishing the professional and enriching his tools.. The experiential group work enable the participants to deal with estrangement, professional burnout and blocks of creativity and enriching intra psychic and interpersonal dialogues.

Or to turn personal "stories" blocks into new fountains of passion and self actualization, enriching "the colors" of coaching by new tools and orientations: in the Here and now rather than There and Then;

This workshop proposes ways to strengthen the bridge between past, present and future. The workshop will be experiential and phenomenological, i.e. all the issues will be referred to as they arise in the group. "I-it" vs. "I-thou" contacts; Exploring self images: "Here and now" images vs. historical ones;

The primary goal of this experiential group is to assist clients as well as professionals to gain greater awareness and understanding of one's own self-behaviors, plans, hopes and dreams, Facilitating opportunities to work on unfinished business and obtain closure of unfinished gestalts. Providing participants with a meaningful personal growth experience: in order to enrich the inter personal and intra personal dialogue, the workshop also deals with the body-mind interrelations in the context of coaching, the self in the mirror of dream, Life as a meaningful script

Elements of Gestalt (existential, Zen. process, Ericksonian, T.A and creative writing in the context of existential-coaching psychology



Israel Bar-Kohav-Berkovsky has done his academic studies at the Hebrew University of Jerusalem. Bar Ilan university and Tel Aviv university (M.A Ed Psychology- cum laude),, and post at Metanoia London, Los Angeles and Cleveland Gestalt Institutes.

He is a visiting Professor at Ben Gurion University in the Negev. Bar-Kohav is an expert on Creative processes, Gestalt psychotherapy and creative writing. He is a longtime Lecturer, and group leader at Jerusalem University, Hakibbutzim College in Tel Aviv and in private practice.

9. Coaching as a systemic approach Introducing Systemic Constellations. **By Anna Oron-Bibi & Yishai Gaster**

Coaching is a solution and change focused process. It guides the client towards achieving goals and vision. This done through 'Miracle' questions - How do you see the desired situation? What would be a success for you? How would you know that you have reached it? How would it feel and what would you see? Systemic Constellations as a method and theoretical model is an approach that brings the system into cognition and experience within the coaching and facilitation of the client. Important principles in this work are – What resources are available in the system? The system has the knowledge of the best way forward. Systemic Coaching is about seeing a wider system. It means to see the client as part of a system which affects and is affected. This means that in order to bring change we look at the system and when a personal change occurs there is a shift in the system and vice versa.

Anna Oron-Bibi M.S.C – School of Business, department of Organizational Behavior, Tel Aviv University **B.Ed** – Hebrew University of Jerusalem; and Teacher's Diploma. Anna Oron-Bibi is the founder and General Manager of "Nekudat Tafnit" [Turning Point]: Center for Executives Development. She is qualified in a variety of innovative approaches of guidance and consulting: the "Gestalt" and "Familial and Organizational Constellation".

10. Narrative Coaching- the Contribution of using Narrative (Life Stories) in Coaching – By Dina Skolnik PhD.

In the recent years, The Narrative research and practice has become popular among various disciplines (Gergen & Gergen, 2002). In the field of Coaching, we can find references to the subject which derive mainly from psychology (Drake 2007, Drake & Stober 2005). It is important to expand the discussion to the potential of using Narratives in the field of Coaching, mainly in the practical way, which is called "narrative in action".

The Coachee's life story is based on a retrospective self-account. This self- account aims to reconstruct the life events as part of a quest towards finding and identifying the Coachee's authentic meaning of his life.

In the workshop I represent the process of Narrative Coaching based on the Dynamica Model which I have developed and used for more than ten years. The process is based on various sources and tools which enables learning from the story- the narrative. The process holds within it a structured sequence of different experiences which create deep learning about the Coachee's authentic life. It identifies their core values, their strengths, and what is holding them back from creating the life they wish and deserve. The process enriches and expands the regular process of coaching and also enables the validation of information which arises from it. This process also creates the benefit of looking back and using the coachee's personal history as an important source of the coaching process. In addition, it is used as the "spine" of the coaching process, as well as a source of a pre-coaching diagnostic tool.

To conclude, by using the Dynamics Model, the coacher assists the coachees to unveil and define his authentic values and deep his self- consciousness consequently he is able to materialize them in his fulfilled life.

Dr. Dina Shkolnik is a coaching lecturer for MBA students at Natania College. She developed narrative coaching and teaches at different colleges.

Author Biography

Dr. Arnon Levy is a clinical psychologist, psycho-anthropologist and life coach. Dr. Levy is the Ex- chair of The Israel Association for Psychotherapy, the founder, academic consultant and director of the Coaching studying and training program at Tel Aviv University. Dr. Levy is the chair and founder of IACP – Israel Association for Coaching Psychology and CPA Coaching Psychology Academy designed to develop and teach academic programs of Existential Coaching Psychology. Dr. Levy's works include the books: "The Prometheus Molds – an Introduction to an Evolutionary

Psychology of the Self", "Beyond the Empty Glace – Words and Images from the Psychological Clinic and beyond", "The Spirit of Time" (In press).