Coaching within TA

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In training for CTA Counselling
What’s in a name?

- Coaching
- Developmental mentoring
- EMCC Coach/Mentoring
- Challenge psychotherapy
- Therapeutic coaching
- Psychological coaching
(Some more) Labels

- Brief
- Personal Construct
- Existential
- Co-Active
- Business
- Executive
- Leadership
- Challenge
- Relational
- Sports
- Life
- Team
- Mindful
- Inner Game
- Ontological
- Out of the Box

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Professional Bodies

- EMCC, ICF, AC and others
- Claimed also by: Psychologists, Psychotherapists, Counsellors, Managers, Consultants
Why a profession?

- Raise standards
- Differentiate competence – higher fees
- Increased exposure – more clients

BUT!

- Bureaucracy
- Costs of accreditation (and supervision)
- Loss of variety and innovation
We all want to grow
– physis
Made decisions young
so can change our minds
I’m OK, You’re OK
Constructivism

“the brain is not the recipient and repository of information, but rather something that constructs, orders, and shapes experience and knowledge. The human mind seems infinitely inventive in making connections between events and creating causes. Yet not all constructions of reality fit well enough within the constraints of the environment to be accepted. That is, we can not construct just anything.” (Allen, James & Allen, Barbara, 1997 p.90).
Neuroscience – we construct memories – there is no filing system

Cocreativity – we co-construct – so be careful what you say

The last permission – to make [our own] meaning
TA Fields of Application

- **Counselling** – increase autonomy in relation to their social, professional and cultural environment.

- **Organisational** - further personal and professional growth, both scholastic and social.

- **Educational** - development, growth and increased effectiveness of people working within organisations.

- **Psychotherapy** - facilitate the client’s capacity for self-actualisation, healing and change

*EATA Training and Examinations Handbook May 2016*
Contracting

- Multi-party
- Multi-level
- Psychological distances
Multi-party – 3 cornered

Organisation

Coach

Client

English 1975
Multi-party contracts

Client Org

HR

Line Manager

Coach

Client
Multi-Level Contracting

- Procedural
- Professional
- Psychological
Psychological distances

Organisation

Coach  Client

Organisation

Coach

Client

Organisation

Coach

Client
Psychological distances

Every triangle needs to be equilateral

Whether direct or indirect, with psychological level taken into account
Roles

- Private, Professional and Organisational roles (Schmid 2006)
- Social, Community, Spiritual roles
- Superior, Equal or Inferior (Crespelle 1998)
Hay 2011
Discounting

- Minimise or ignore
- Tune out stimuli to stay sane!
- We don’t know what we don’t know!
- Others can see but we are unaware
- We ‘discount’ what doesn’t fit our frame of reference
## Discount Matrix

<table>
<thead>
<tr>
<th>MODE</th>
<th>TYPE OF Discounting</th>
</tr>
</thead>
<tbody>
<tr>
<td>Existence</td>
<td>T₁ Existence of Stimuli</td>
</tr>
<tr>
<td></td>
<td>T₂ Existence of Problems</td>
</tr>
<tr>
<td></td>
<td>T₃ Existence of Options</td>
</tr>
<tr>
<td>Significance</td>
<td>T₂ Significance of Stimuli</td>
</tr>
<tr>
<td></td>
<td>T₃ Significance of Problems</td>
</tr>
<tr>
<td></td>
<td>T₄ Significance of Options</td>
</tr>
<tr>
<td>Change</td>
<td>T₃ Changeability of Stimuli</td>
</tr>
<tr>
<td>Possibilities</td>
<td>T₄ Solvability of Problems</td>
</tr>
<tr>
<td></td>
<td>T₅ Viability of Options</td>
</tr>
<tr>
<td>Personal</td>
<td>T₄ Person's Ability to React Differently</td>
</tr>
<tr>
<td>Abilities</td>
<td>T₅ Person's Ability to Solve Problems</td>
</tr>
<tr>
<td></td>
<td>T₆ Person's Ability to Act on Options</td>
</tr>
</tbody>
</table>
Steps to Success

1. Situation
2. Significance
3. Solutions
4. Skills
5. Strategies
6. Success
References


*EATA Training and Examinations Handbook May 2016*


Mellor Ken & Schiff Eric (1975) Discounting *Transactional Analysis Journal* 5:3 295-302


- julie@juliehay.org
- www.psychologicalintelligence.com
- www.pifcic.org – non-profit educational foundation: qualifications
- www.ijtar.org – the TA research journal