



NEW YORK CITY
CHAPTER
Association for
Talent Development



ATD NYC Coaching
Center of Excellence

Welcome! Please introduce yourself in the chat box and let us know what you hope to learn from this evening's webinar.

ATD NYC Coaching Center of Excellence Webinar:

Positive Psychology Coaching Navigating Professional & Personal Success

Presenter: Clive Leach, M.Org.Coaching

AGENDA



1 hour

Introduction

Presentation: Positive Psychology Coaching
Navigating Professional & Personal Success

Questions: Clive will address questions from the chat box following his presentation.

Survey: Please complete at the end of the webinar.

Meet Our Presenter:



Clive Leach
M.Org.Coaching

Positive Psychology Coaching

Navigating Professional & Personal Success



New York City
Charter Chapter

Clive Leach M.Org.Coaching

Charting our Course

- Optimal Functioning
- Positive Psychology
- Well-being & Engagement
- PERMA – Powered Coaching! Tips & Tools!
- Lessons Learned

Learn & Reflect – What does this mean for YOU?

Positive Psychology



“The purpose of positive psychology is to understand the human strengths that enable individuals and communities to thrive”

Martin Seligman

Flourishing!

To flourish means to live within the optimal range of human functioning & well-being – one that connotes **GOODNESS, GENERATIVITY, GROWTH & RESILIENCE**

Fredrickson (2005)

Mental Toughness!



Flourishing Foundations



positive emotion

engagement

relationships

meaning

accomplishments



POSITIVE EMOTION

the right balance of heartfelt positivity to boost our resilience



ENGAGEMENT

the regular development of our strengths – those things we're good at and enjoy doing



RELATIONSHIPS

the creation of authentic, energizing connections



MEANING

a sense of connection to something bigger than ourselves



ACCOMPLISHMENT

the belief and ability to do the things that matter most to us



HEALTH

eating well, moving regularly, sleeping deeply

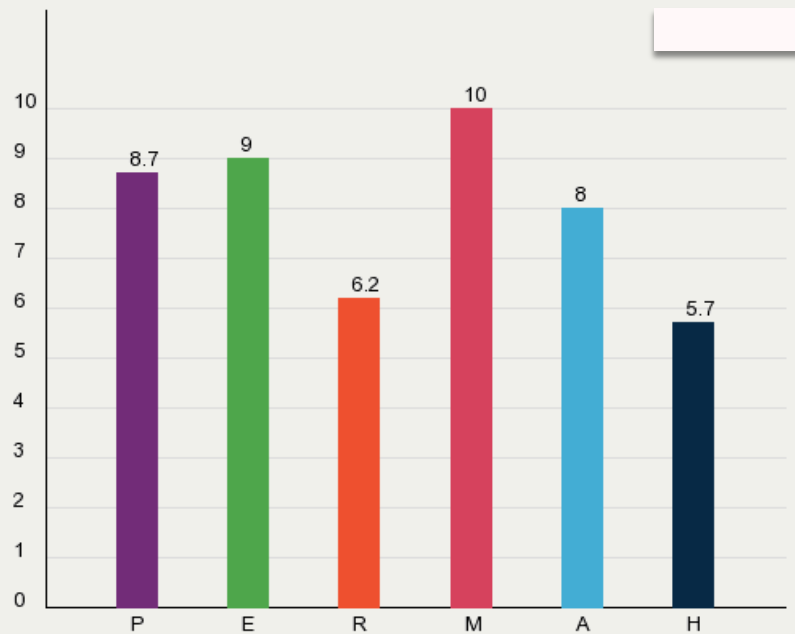
Measuring PERMAH



THE PERMAH WORKPLACE SURVEY

YOUR TESTED, PRACTICAL GUIDE
TO FEELING GOOD + FUNCTIONING
EFFECTIVELY AT WORK

Your PERMAH Profile



% Flourishing?



The Reality for Many



‘What predicts a successful life?’ Layard et al (2014), O’Connor et al (2014) Theresa May, January 2017

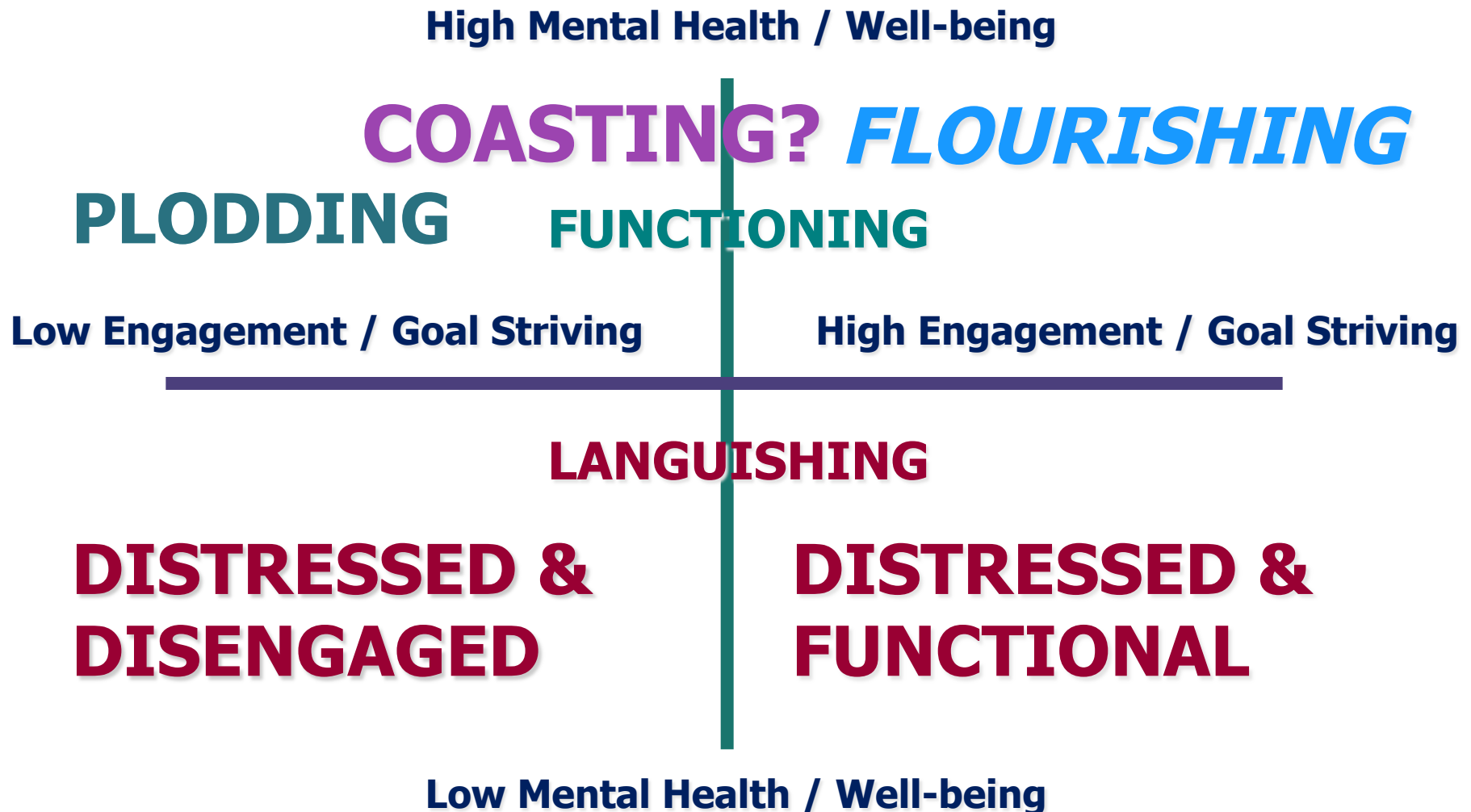
Workplace Issues?

- **Longer hours**
- **Increased social & emotional demands / expectations**
- **Change / resistance to change**
- **Budget / resource constraints**
- **Conflict**
- **Performance targets**
- **Increased stress, anxiety & depression**
- **Absenteeism / Presenteeism**

Presenteeism

- Mind on negative work issues..
- Mind on personal problems..
- **Increased turnover**
- Questioning meaning & purpose
- Poor health – obesity, diabetes, backpain, cardio..
- At work when sick - fear of time off, believe indispensable
- **Passionate, loyal = exhaustion & burn out!**

Well-being & Engagement



Measuring Well-being



- Global Well-being
- Flourishing
- Happiness
- Well-being Framework
- Domain Wellbeing
- Work Well-being
- Self Determination
- Flight Risk
- Resilience
- Health & Lifestyle

www.workonwellbeing.com

Our Motivation?

- ◆ **AVOID?** - We are doing this to prevent mental health problems and their potentially tragic consequences
- ◆ **APPROACH?** - We are doing this because we want ourselves, our colleagues, our students, our families, our friends and our communities to flourish



Positive Psychology Interventions

- Emotional Regulation
- Positive Thinking
- Learned Optimism
- Strengths Discovery & Use
- Mindfulness
- Acts of Kindness
- Visualization
- Goal Setting
- Coaching



Evidence!

PPIs ENHANCE & PROTECT

- Increase resilience & life satisfaction
- Increase hope, goal striving & self reg.
- Support better learning and achievement
- Reduce stress, anxiety and mental illness

Coaching – a complimentary partner



“Unlocking a person’s potential to maximise their own performance... by helping them to learn rather than teaching them.” Sir John Whitmore

Evidence-based Coaching

- Application of current research & best practice
- Solution-focused and Cognitive Behavioural Coaching
- Coaching is a positive psychology intervention

PERMA-Powered Coaching!



Chapter 7

PERMA-powered coaching

Building foundations for a flourishing life

Daniela Falecki, Clive Leach, and Suzy Green



Positive Emotions



Broaden & Build

Fredrickson (2009)

10 Positive Emotions?

- Joy
- Inspiration
- Gratitude
- Hope
- Pride
- Serenity
- Amusement
- Curiosity
- Awe
- Love

Building Positivity

Learned Optimism ABCDE - PRESENT

- Notice negative thinking & consequences
- Challenge, get perspective & take positive action



Best Self Exercise - PAST

- Consider achievements to date
- Create affirmations and reminders



Gratitude Exercises – PRESENT / PAST

- 3 good things – What's working well & why?
- Gratitude visit - someone in your life



Engagement - Strengths!

- **Essential**
- **Effortless**
- **Energising – *Flow!***

'I see no strengths!'



VIA Character Strengths

Creativity Perspective
Judgment Curiosity
Honesty Bravery Fairness
PERSEVERANCE HUMOR Zest
Teamwork
Love Kindness Leadership
Social Intelligence Love of Learning
Forgiveness HOPE PRUDENCE
Appreciation of Beauty & Excellence Humility
Spirituality SELF-REGULATION Gratitude



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One Ripe Fig...



My Client today:
Bravery
Judgment
Honesty
Appreciation of
Excellence
Persistence
Love

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Coaches

Business

Resources

Help

Redeem

Buy

Realised Strengths

Strengths you use and enjoy

USE WISELY

Unrealised Strengths

Strengths you don't use as often

USE MORE

YOU

Learned Behaviours

Things you do well but may not enjoy

USE WHEN NEEDED

Weaknesses

Things you find hard and don't enjoy

USE LESS

Relationships

- The 3:1 positivity ratio – **What do you do?**
- **High Quality Connections**
- Respectful Engagement
- Self-focused / Other-focused
- Advocacy / Inquiry
- Kindness & Altruism
- Task Enabling
- Strengths Partnering
- Increased flourishing, connectivity, resilience & performance

Positivity Resonance



- Comes in waves
- Momentary co-experience

- Shared Positive Emotions
- Mutual Care & Concern
- Biological & Behavioural Synchrony

Fredrickson (2017)

Meaning & Accomplishment

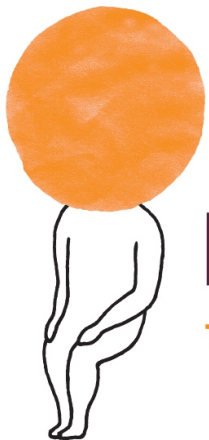
GO WEST!

- ❑ **Best Possible Self**
- ❑ Fuzzy vision of the future
- ❑ Imagine working to your values, strengths
- ❑ Adds worth
- ❑ Intrinsic motivation
- ❑ It helps to focus attention, maintain direction
- ❑ Aids long term and short term goal setting, striving & accomplishment



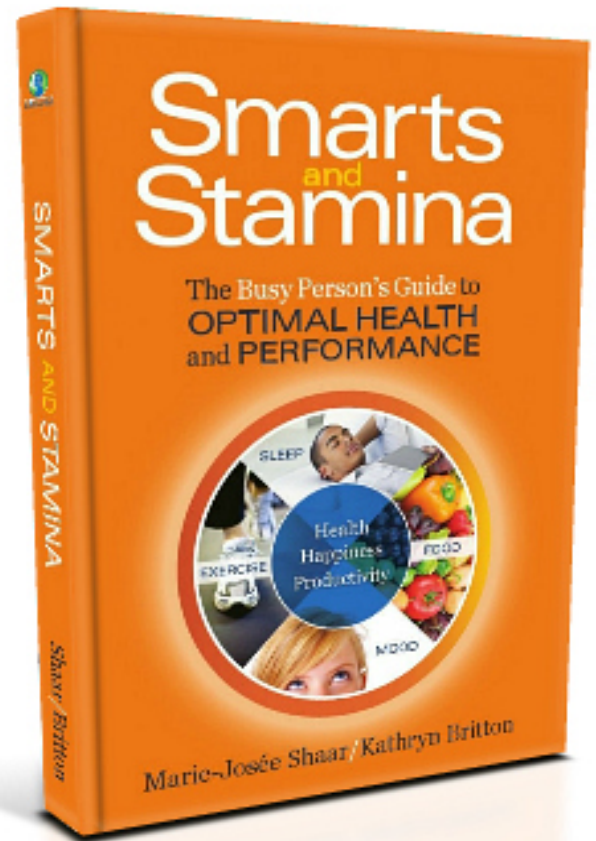
Health Foundations

Diet, Exercise,
Mindfulness,
Sleep...



HEADSPACE

www.getsomeheadspace.com



Coaching builds PERMAH



Coaching Study Outcomes

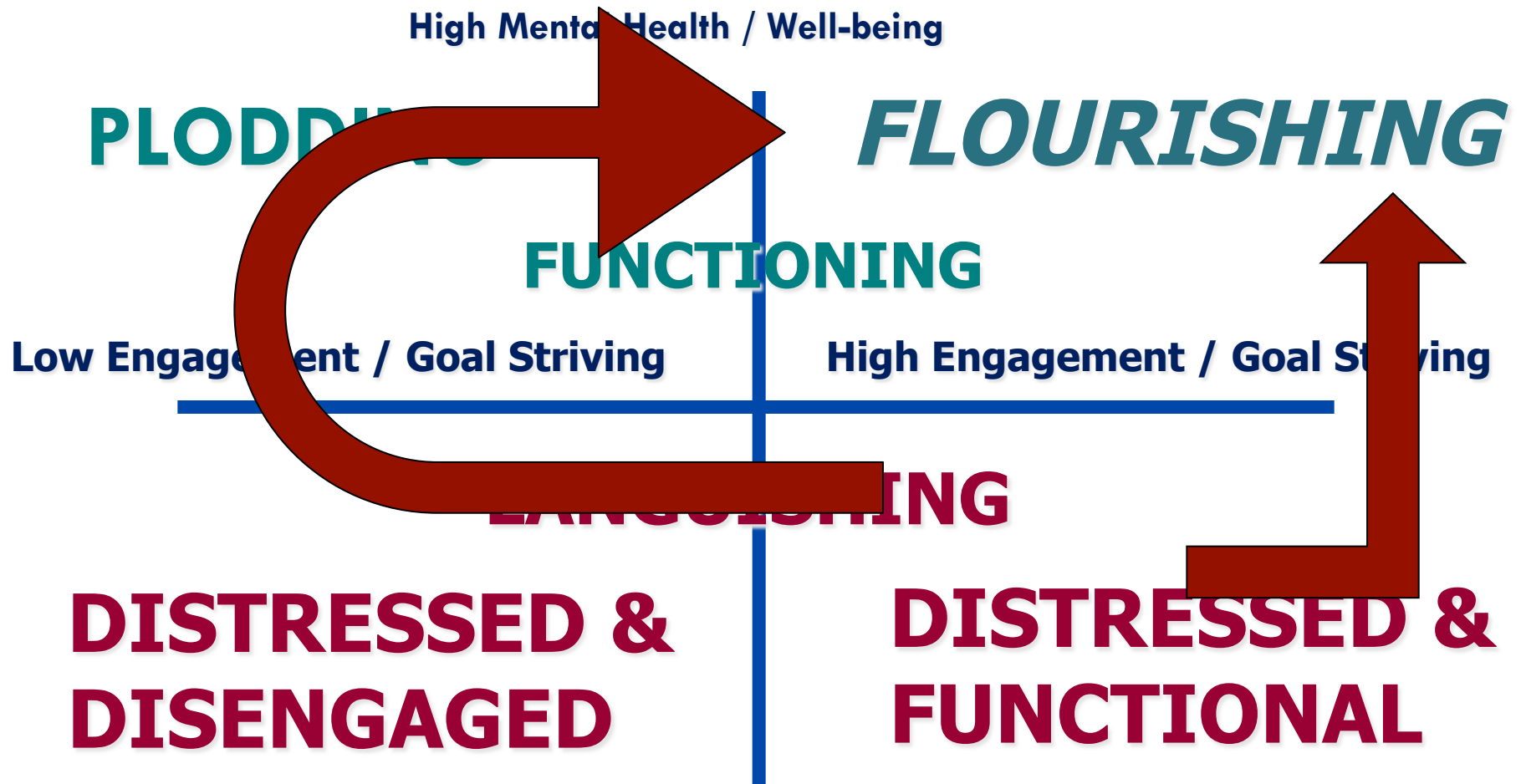
- Well-being
- Workplace Well-being
- Positivity
- Resilience
- Hardiness
- Goal Striving
- Hope



- Emotional Intelligence
- Self-efficacy
- Performance
- **RIPPLE EFFECT**
- Less Stress
- Less Anxiety
- Less Depression



Well-being & Engagement



So.. Join us in November!



Driving Peak Performance – Positive Psychology in Leadership, Coaching & the Workplace

Workshop November 7, 2018

AND

Introduction to Evidence Based Coaching

Workshop November 8, 2018

COACHING CENTER OF EXCELLENCE
UPCOMING WORKSHOPS WITH CLIVE LEACH & ANGELA WRIGHT

angela.wright@atdnyc.org

Follow me on Clive Live!

LinkedIn; Twitter; YouTube



The image shows a LinkedIn profile for Clive Leach and a recent post. The profile header includes the text "PREMIUM COACH CONSULTANCY" and a circular profile picture of Clive Leach. Below the name, his title is listed as "Executive & Organisational Coach | Leadership | Well-being | Career Transition | Positive Education | Mental Toughness", followed by a "View full profile" link. The follower count is "1,879 Followers". A dark blue bar at the bottom of the profile contains the text "Manage Private to you", "Your followers", and "Your drafts".

The post is from Clive Leach, dated "2w • Edited". The text of the post reads: "Happy to share the first of my key takeaways from #ECPP2018 Thanks to Ryan Niemiec & Lea Waters, PhD for their inspiring presentations and important research into #strengths use and it's impact on enhanci ...see more". Below the text is a video thumbnail showing Clive Leach in a pink shirt standing in a garden. At the bottom of the post, it shows "56 Likes · 14 Comments · 1,963 Views".

Stay afloat & flourish!!



New York City
Charter Chapter



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www.cliveleach.com Email: coach@cliveleach.com

THANK YOU!

Please complete the survey.

A recording of the webinar and abbreviated slides will be available soon.

Check the website for future events and webinars!

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