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Syllabus –

Masterful Health & Wellness Coaching: Advanced Skills & Craft – 20 hrs.

28 hrs. ACSTH (ICF)

20 hours of interactive in class learning. Two-hour classes

**PURPOSE:** Participants will deepen their coaching skills and better understand and implement the individual coaching process.

**OUTCOMES:**

• Participants will demonstrate increased self-awareness

• Participants will achieve an improved ability to coach clients dealing with emotions and conflict.

• Participants will gain greater awareness of behavioral change theory as it applies to wellness and health coaching.

• Participants will gain increased ability to use stages of change theory when coaching clients.

• Participants will expand their coaching skills as defined by the ICF (International Coaching Federation) Core Competencies.

• Participants will refine both their tangible and intangible coaching skills such as coaching presence.

• Participants will progress toward a greater level of coaching mastery through both instructor and group feedback and a self-evaluation methodology.

**EXPERIENTIAL LEARNING:**

The last 30 minutes of each class will be devoted to either live coaching practice or to in-class review of recordings of students coaching with actual clients.

Each Student will practice/present at least one recording to be reviewed in class

**READING**

Required Text: ***Masterful Health & Wellness Coaching: Deepening Your Craft***, by Michael Arloski, Ph.D., PCC, NBC-HWC

**The course curriculum follows the corresponding chapters in this book.**

LESSON ONE

**Transformation – Life Transformation – The Client**

* How people transform their lives and make LASTING Health Behavior Change
* Coaching For A Lifetime of Wellness – A Five Point Method
* Meaning And Purpose
* **COACHING DEMONSTRATION** and analysis

LESSON TWO

**Transformation Of The Coach: Wellness Coaching As An Integral Craft**

* What does it mean to be a craftsperson?
* Research on developing expertise
* FIVE KEYS TO MASTERY – George Leonard
* Thoughts on the Mastery Path – Who do I want to be as a coach?
* Self-mastery for the coach. The Self-Vigilant Coach
* Finding Your Own Path
* **Coaching Practice** and analysis

LESSON THREE

**HOW TO BE -** **Being And Doing**

* The Equal If Not Greater Importance of How To Be In The Coaching Process
* The Coach’s Personal Wellness Foundation
  + What centers you in your life?
* Centered, Grounded And Aware
* The Tao Of Wellness Coaching
* Coaching Mindset
* Awareness – internal and external
* Mindfulness
* **Coaching Practice** and analysis or **Coaching Recording Review** **and Feedback**

LESSON FOUR

**HOW TO BE - Co-Creating The Coaching Alliance**

* Coaching Presence - Providing The Facilitative Conditions of Coaching
* Empathy – deeper exploration, the Sound of Empathy (how to put it into words)
* Brene Brown Video & discussion
* Dancing In The Moment
* Client-Centered Directedness
* **Coaching Recording Review** **and Feedback**

LESSON FIVE

**HOW TO BE - Being Isn’t Always Easy**

* Self-Compassion
* Self-Deception and Being Well
* Aikido Moves: Coaching with Difficult Clients
* Coaching the Reluctant Client
* Self-Disclosure in Coaching
* Collusion & Projection
* **Coaching Recording Review** **and Feedback**

LESSON SIX

**WHAT TO DO - Advanced Coaching Skills And Methods - Motivation**

* Self-determination theory
* Building Intrinsic Motivation
* Social Cognitive Theory
  1. Causal Structure
  2. Social & Environmental Determinants of Health & how to coach them.
* Bandura’s 4 ways to Build Self-Efficacy
* Mobilizing Motivation
* Motivation and Awareness
* **Coaching Recording Review** **and Feedback**

LESSON SEVEN

**WHAT TO DO - Framing, reframing and perspective**

* Deep Listening
* Active Listening Skills & Questions
* The Use Of Metaphors And Analogies In Coaching
* Reframing
* Creativity In Coaching
* **Coaching Recording Review** **and Feedback**

LESSON EIGHT

**WHAT TO DO - Forward Momentum – The Change Process**

* Productive Exploration
* Sharing Observations – Saying What Is So
* Forwarding The Action – **TTM – Readiness for Change**
* Coaching through Precontemplation
* Designing Actions – The Wellness Plan
* **Coaching Recording Review** **and Feedback**

LESSON NINE

**WHAT TO DO - Coaching Through The Internal Barriers To Change**

* **Process Coaching** - The Great Utility of Coaching In The Emotional Realm
* How to coach through **emotions** and respect the therapeutic boundary
* Distinguishing Coaching vs. Therapy
* Resolution vs. Relevance
* Referring to a Mental Health Professional
* Motivational Interviewing and techniques for resolving ambivalence
* **Coaching Recording Review** **and Feedback**

LESSON TEN

**Lasting Improvement In Health Behavior** –

* Coaching Clients with Health Challenges
* Connecting with your health-challenged client
* Client Identification with their Illness
* Integrating the Treatment Plan and the Wellness Plan
* Lasting Professional Development For The Coach
* Review of Leonard’s Five Keys
* Any Additional **Coaching Recordings Review** **and Feedback**
* SUMMARY AND TAKE AWAYS

**REQUIREMENTS**

**DEMONSTRATE YOUR COMPTENCY THROUGH:**

1) Reading, research and discussion on advanced topics as they pertain to wellness coaching and the ICF Core Competencies.

2) Practical application of coaching. The student will work with a client for at least six sessions. The student will (with client permission) record each session, review it themselves, using a self-evaluation tool, and submit both that tool and their coach notes for each session. These recordings do not need to be submitted.

3) Successful completion of at least one live coaching practice session (in class) or one recorded coaching review demonstrating coaching competencies. The student will submit to the instructor a recording of one of their coaching sessions include a recording description form and a self-evaluation tool. Feedback from the instructor and the students will take place in the class.

**COURSE REQUIREMENTS OVERVIEW**

* Actively participate in class.
* 6 coaching sessions with a client or volunteer.
  + Record each session, listen to it
  + and complete a Self-Observation Tool
  + and Coach Notes for each session.
  + Submit all six Self-Observation Tools and Coach Notes. Submit only 1 recording for review in class (not all six) .
* Submit one recorded coaching session for live in-class coaching review, along with a Recording Description Form and a completed Self-Observation Tool
* Complete “My Own Professional Development Plan” and submit.
* Complete evaluation form and submit.

Upload all materials and the one recording to: <https://realbalance.com/file-transfer>

Zoom recordings can be shared in class (do not try to upload them).

You have up to six months to complete all requirements.

**Client Requirements**

A Client must be someone who whom the student is:

1) not involved in an intimate relationship

2) not an immediate family member (spouse, partner, parent, child, sibling, etc.)

3) not involved in a relationship of unequal power (such as a manager, supervisor, employer, etc.).

4) may or may not be a client paying for coaching services.

5) The emphasis of the coaching must be some form of lifestyle improvement (this is subject to the discretion of the instructor).

6) Client must not be the same as used to meet requirements for some other course (such as the Foundation class).