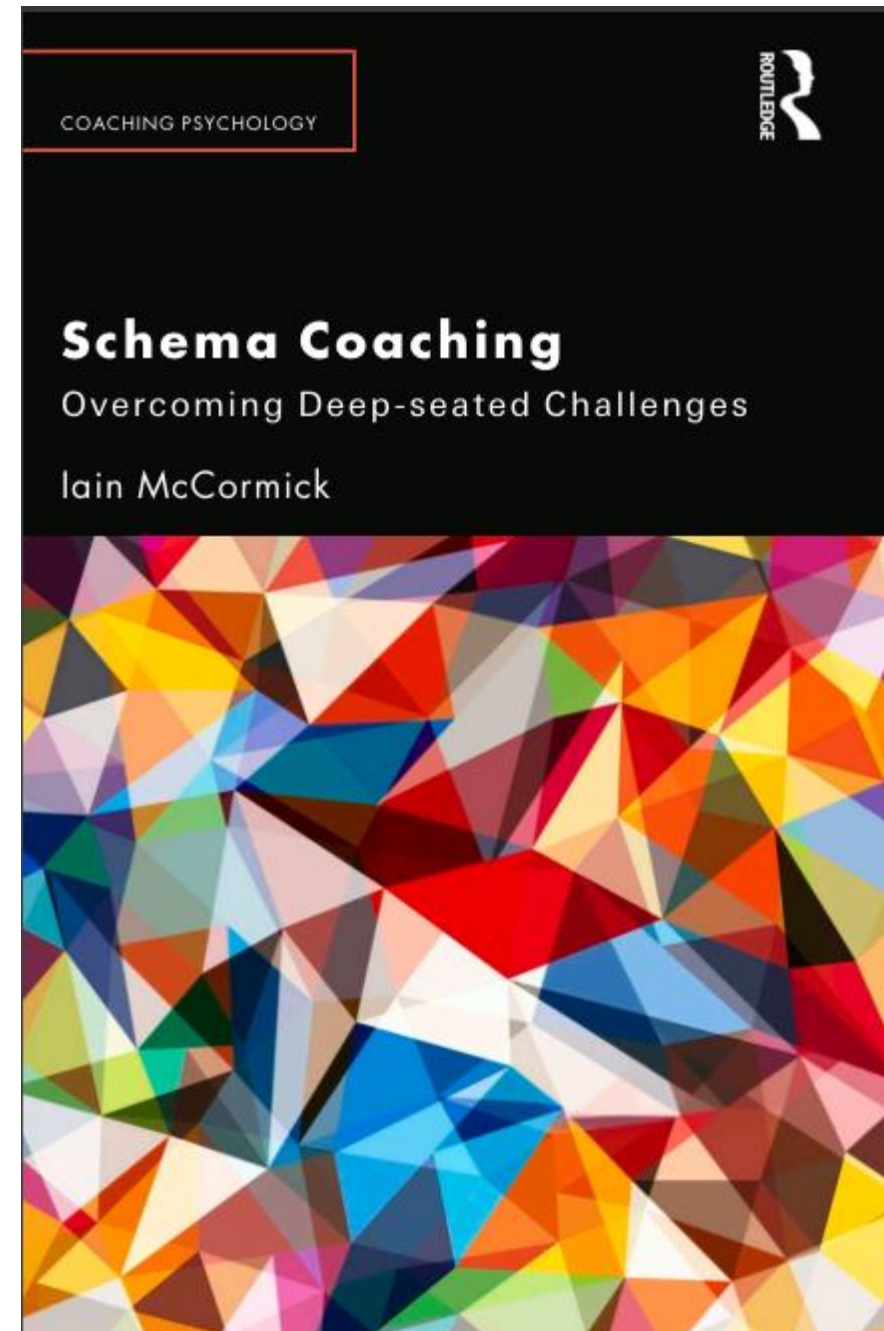


Schema Coaching: Overcoming Deep- seated Challenges How To Session

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Our session today

1. Ethics of coaches using therapeutic tools
2. Brief overview of Schema Coaching
3. Overview of Schema Conceptualisation and the two Schema Inventories
4. Live Mindful Release session
5. Live Talking Back Diary session
6. Q&A

Non-clinical coaches using therapeutic techniques?

- Yes, but with clear:
 - Disclosure to clients in your limits
 - Training
 - Screening for high functioning clients
 - Ethical adherence and onward referral procedures
 - Appropriate supervision
- Not – trauma work, EMDR, regression, etc.

Ethical Eight

1. Formal training in coaching?
2. Coaching for yourself?
3. Professional/ethical/cultural safety adherence e.g., limits, consent, confidentiality, misrepresentation, bias etc.?
4. Screening for high functioning clients?
5. Ongoing supervision?
6. Reflective-practice based professional development?
7. Formal training in Schema Therapy or Schema Coaching?
8. Undertake Schema Therapy or Coaching for yourself?

Background to the schema approach

- A schema is an early organised and persistent pattern of thoughts, feelings and behaviour that has a profound impact on adult life
- Schema can be
 - Positive – stable attachment, emotional fulfillment
 - Negative – failure, unrelenting achievement

Schema Therapy

- Schema therapy - Dr Jeffrey Young for personality disorders and other difficult problems
- Integrates psychodynamic therapy, cognitive therapy, behaviour therapy, mindfulness and gestalt therapy into a unified, systematic approach

Schema Coaching

- Schema coaching – adapted Schema Therapy for the non-clinical population
- A simpler clearer approach
- Focus on both positive and negative schema
- Suitable for both non-clinically trained and clinically trained coaches
- Developed a simplified schema approach which is more suitable for workplace coaching

Maladaptive or Negative Schemas

Schema often seen in coaching

1. Unrelenting striving
2. Sense of failure
3. Needing approval
4. Self-sacrifice
5. Lack of support
6. Excessive involvement with others
7. Pessimism
8. Lack of spontaneity
9. Feeling controlled.

Positive schema

1. Emotional fulfilment and stable attachment
2. Empathic consideration
3. Emotional openness
4. Developed self and independence
5. Healthy self-control
6. Success
7. Optimism
8. Self-compassion and realistic expectations
9. Social belonging

Goal of Schema Coaching

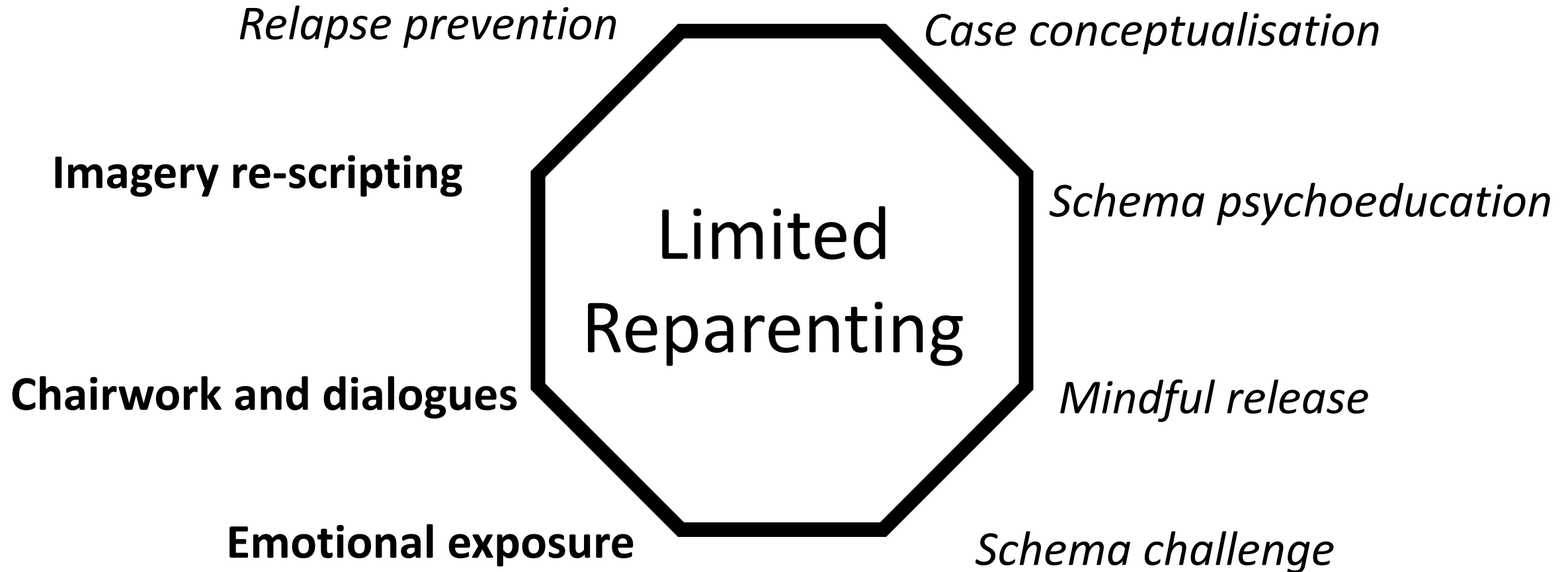
To help people get their core needs met in an adaptive manner through changing their maladaptive schemas and coping styles.

To build their positive schema and healthy adult mode.

When to use Schema Coaching?

1. Start with careful needs assessment
2. Proceed with Solution Focused or REGROW coaching
3. If little progress is made introduce the schema approach
4. Check the client fits into the coaching population
5. Begin schema conceptualisation
6. Proceed with schema psychoeducation and coaching

The Schema Octagon



Case conceptualisation

Joint process used by the coach and client to draw up a mental map of the issues brought to coaching

Case conceptualisation steps

- 1 The presenting issues
- 2 The life history and the patterns that emerge
- 3 The origins of these patterns
- 4 The core childhood memories or images associated with these patterns
- 5 The likely adaptive and maladaptive schema
- 6 The current day triggers
- 7 The overall impact of the schema on the client
- 8 The goals of the client

Negative Schema Inventory

Rate yourself from 1 very low to 10 very high

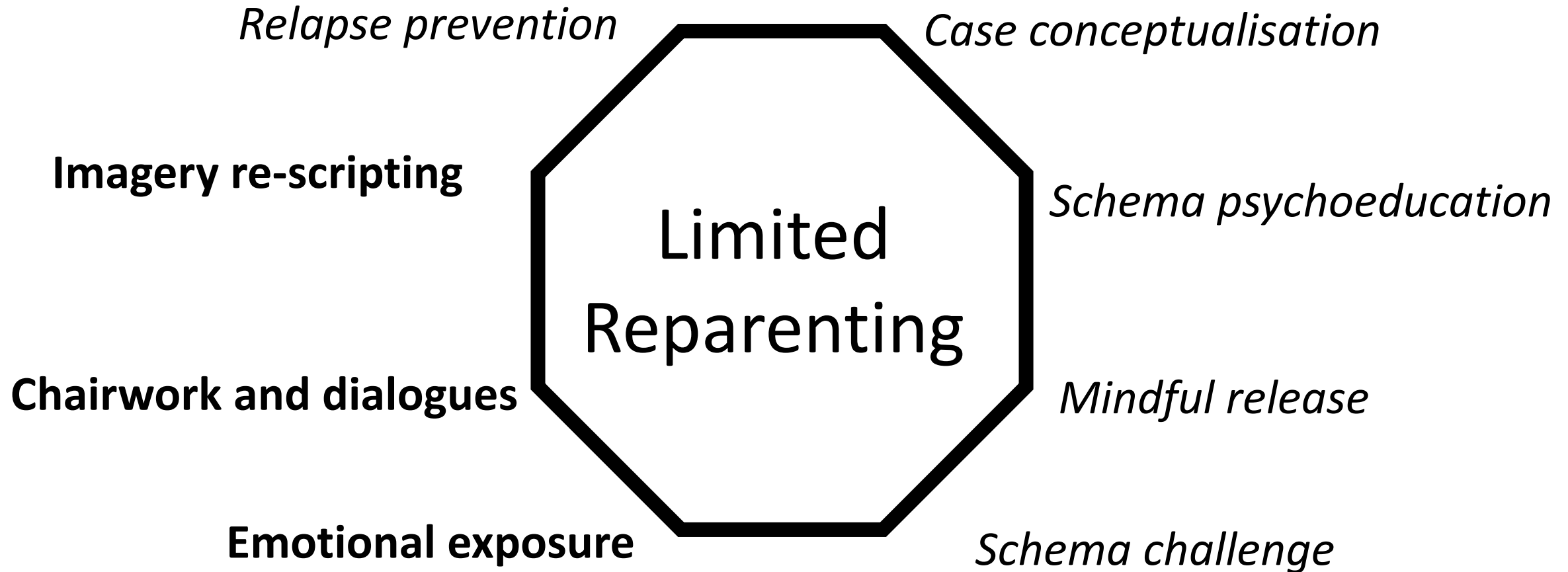
1. Unrelenting striving - Do you too often feel like you must keep working too hard?
2. Sense of failure - Do you too often feel like you have failed or will do so?
3. Needing approval - Do you too often look for approval or praise from others?
4. Self-sacrifice - Do you too often put other's needs before your own, even when it's problematic?
5. Lack of support - Do you too often feel like you don't get enough help or support from others?
6. Excessive involvement - Are you too impacted in other people's issues or lives?
7. Pessimism - Do you too often expect things to go wrong or not work out?
8. Lack of spontaneity - Do you find it hard to relax and do things without planning?
9. Feeling controlled - Do you feel like other people have too much control of you?

Positive Schema Inventory

Rate yourself from 1 very low to 10 very high

1. Emotional fulfilment and stable attachment to others
2. Empathic consideration – able to understand others
3. Emotional openness – receptive to others' emotions
4. Developed self and independence – living an independent life
5. Healthy self-control – reasonable self discipline
6. Success – doing as well or better than many others
7. Optimism – generally feeling positive, safe, secure
8. Self-compassion and realistic expectations – being kind to yourself
9. Social belonging – fitting in well with others

The Schema Octagon – Planning Schema Coaching



Mindful release

1. Grounding in the Present Moment
2. Bringing Awareness to the Schema Pain
3. Softening and Releasing with Compassion
4. Inviting a New Narrative
5. Closing with Gratitude and Grounding

Talking back diary

Helps build a powerful dialogue with the inner critic

1. Draw up a table with two columns – inner critic, inner coach
2. Think of a difficult situation with a loud inner critic
3. Write down what the inner critic says
4. Let the inner coach provide a response
5. Repeat as necessary

Certificate in Schema Coaching Fundamentals

A 75-hour competency-based training programme designed for coaches without clinical psychology/counselling/psychotherapy qualifications that covers the essential schema coaching competencies and provides a comprehensive understanding of the relevant techniques.

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