

# Coaching Glossary of Terms

## COACHING SKILL, TOOL, OR INTERVENTION DEFINITIONS

### SELF-DETERMINATION THEORY

Self-determination theory, developed by psychologists Ed Deci and Rich Ryan, backed by more than a thousand research studies, is the most respected theory of human motivation. The theory holds that the primary organismic need of humans is autonomy — to hold the steering wheel of one's decisions and life direction.

### INTRINSIC MOTIVATORS

The motivation to engage in a behavior arises from within the individual because it naturally satisfies you. This contrasts with extrinsic motivation, which involves engaging in a behavior in order to earn external rewards or avoid punishment.

### TWIN ENGINES OF CHANGE

#### SELF-MOTIVATION + SELF-EFFICACY

“I want to” (Motivation) and “I can” (Efficacy/Confidence).

Motivation + Confidence is the winning combination to work with a patient towards assuming personal responsibility for successful and sustainable behavioral change.

### VIA CHARACTER STRENGTHS

Character strengths are the positive parts of your personality that impact your thinking, feeling, and behavior. Everyone possesses all 24 character strengths in different degrees, giving each person a unique character strengths profile.

## POSITIVE PSYCHOLOGY

The PERMA model is a widely recognized and influential model in positive psychology. Seligman proposed this model to help explain and define well-being in greater depth: Positive Emotions, Engagement, Relationships, Meaning, Accomplishment

## TRANSTHEORETICAL MODEL OF CHANGE

The Transtheoretical Model (also called the Stages of Change Model), developed by Prochaska and DiClemente in the late 1970s. TTM focuses on the decision-making of the individual and is a model of intentional change. The TTM operates on the assumption that people do not change behaviors quickly and decisively. Rather, change in behavior, especially habitual behavior, occurs continuously through a cyclical process. Precontemplation, Contemplation, Preparation, Action, Maintenance

## DECISION-BALANCE

Our readiness to change a behavior is determined by decisional balance—the balance of the pros of change (motivation) and the cons or barriers to change (ambivalence).

## MOTIVATIONAL INTERVIEWING

Motivational interviewing is a counseling approach developed partly by clinical psychologists William R. Miller and Stephen Rollnick. It is a directive, client-centered counseling style for eliciting behavior change by helping clients to explore and resolve ambivalence.

## NEUROPLASTICITY

"Levels of confidence and competence, or as the psychologists call it, self-efficacy, is what's missing. And that's what has to be constructed. And that the construction process is the process of neuroplasticity, because if people had the mindset, the way of thinking about things, the emotional resources for successful behavioral change." Margret Moore

## PSYCHOLOGICAL CAPITAL

There's a construct in positive psychology called psychological capital. Originally developed in an organizational context, the concept of Psychological Capital, with its four pillars of Hope, Efficacy, Resilience, and Optimism (HERO) has been linked to job- as well as life satisfaction.

### CONFIDENCE RULER

On a scale from 1-10 rating a patient's confidence and competence.

Coach Meg says a patient should be at a 7 or higher in order to implement the lifestyle/behavioral change.

### GENERATIVE MOMENTS

The generative moment is the moment when someone realizes they're stuck.

I can't do this. I don't know how to do this. I've never done this.

This isn't going to work. All of those things. And that is really in their way and our confidence directly impacts whether we move forward or not.

### QUANTUM SHIFT

"What takes the sustaining piece? What needs to happen is that you've got to shift your mindset, your beliefs, your perspectives, and then ultimately your identity.

Sustainable change is when you've changed your mindset along with the behavior.

If you just change the behavior, then you don't have the approach, the mental approach, the emotional approach. You don't actually have the identity that's going to sustain it.

You're still the old person with the new habits. That doesn't last.

What makes change sustainable is these gradual shifts in mindset, in beliefs, perspectives, assumptions, along with the learning. This is what coaches bring to the healthcare team." Margaret Moore (20:53)