
Coaching within TA

Julie Hay

**TSTA Organisational, Pyschotherapy,
Educational**

In training for CTA Counselling

What's in a name?

- ◆ **Coaching**
 - ◆ **Developmental mentoring**
 - ◆ **EMCC Coach/Mentoring**
 - ◆ **Challenge psychotherapy**
 - ◆ **Therapeutic coaching**
 - ◆ **Psychological coaching**
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(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

Professional Bodies

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

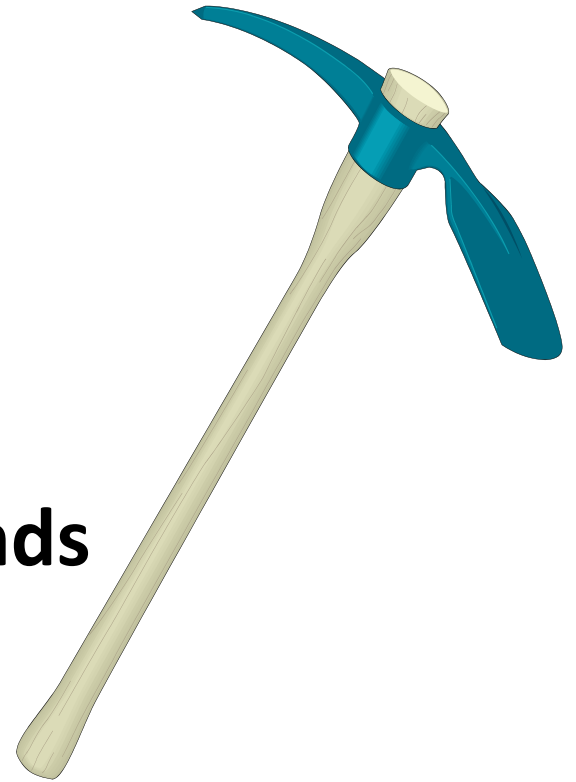
- ◆ **Raise standards**
- ◆ **Differentiate competence – higher fees**
- ◆ **Increased exposure – more clients**

BUT!

- ◆ **Bureaucracy**
- ◆ **Costs of accreditation (and supervision)**
- ◆ **Loss of variety and innovation**

TA Philosophical principles

- ◆ **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).

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- ◆ **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**
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TA Fields of Application

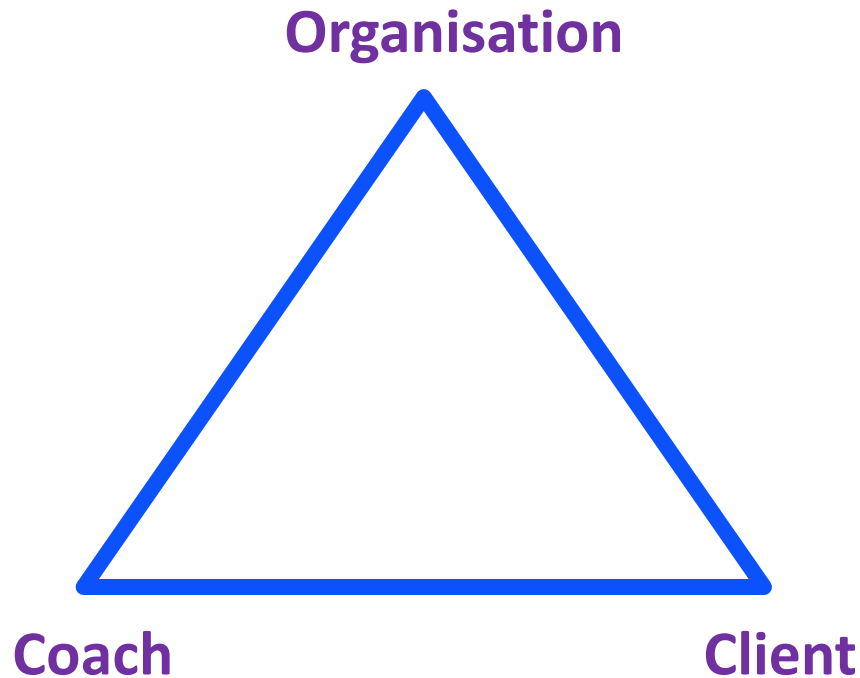
- ◆ **Counselling** – increase autonomy in relation to their social, professional and cultural environment.
- ◆ **Organisational** - further personal and professional growth, both scholastic and social.
- ◆ **Educational** - development, growth and increased effectiveness of people working within organisations.
- ◆ **Psychotherapy** - facilitate the client's capacity for self-actualisation, healing and change

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Contracting

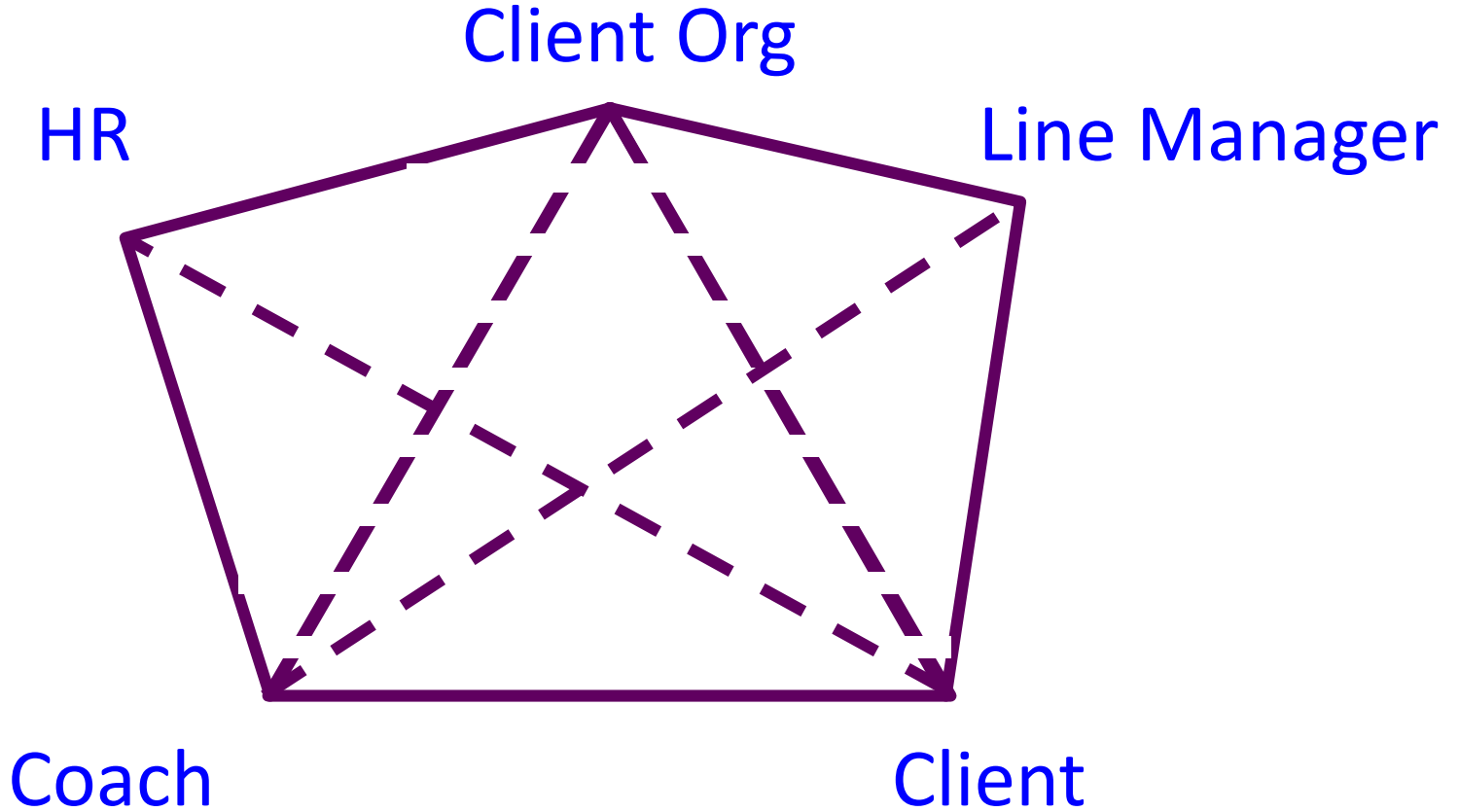
- ◆ **Multi-party**
 - ◆ **Multi-level**
 - ◆ **Psychological distances**
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Multi-party – 3 cornered



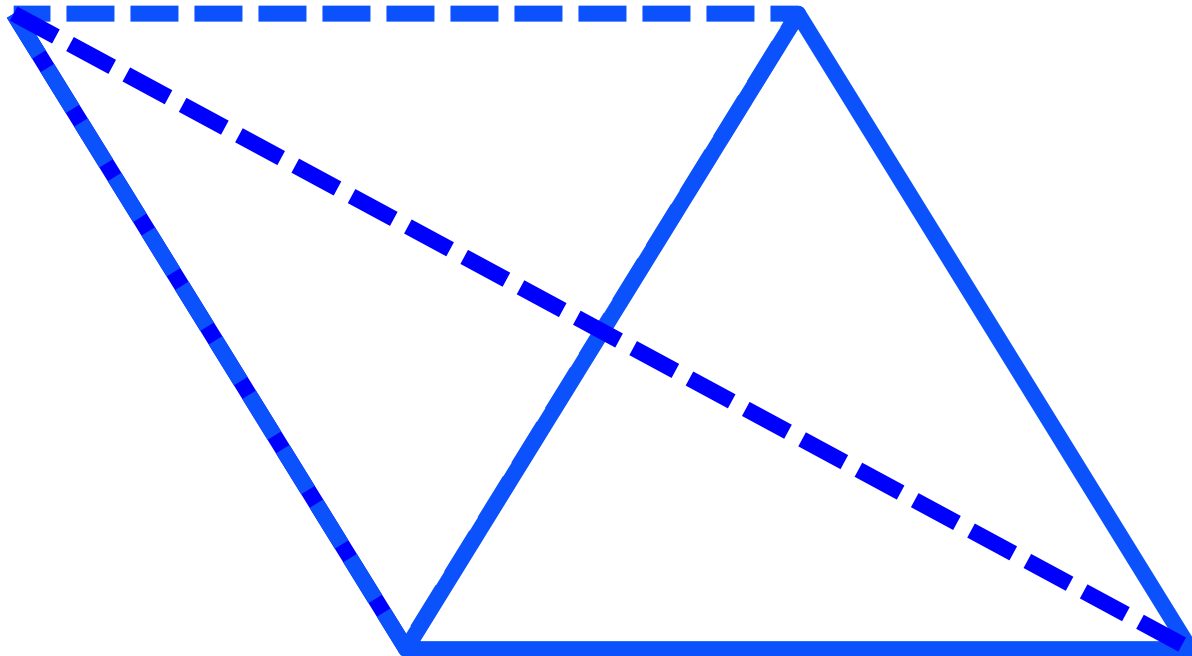
English 1975

Multi-party contracts



Supervisor

Organisation



Coach

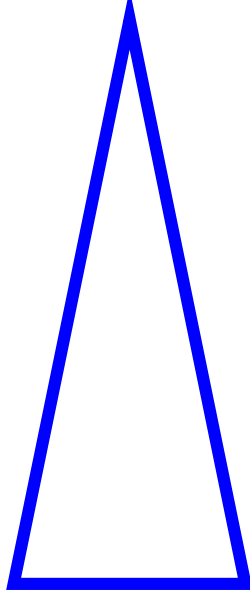
Client

Multi-Level Contracting

- ◆ **Procedural**
 - ◆ **Professional**
 - ◆ **Psychological**
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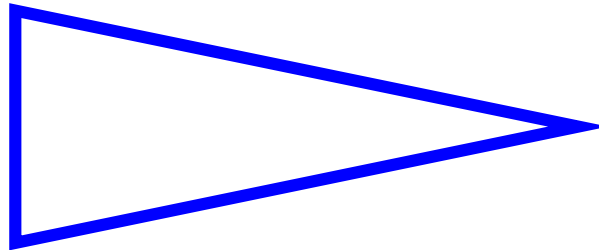
Psychological distances

Organisation



Coach Client

Organisation

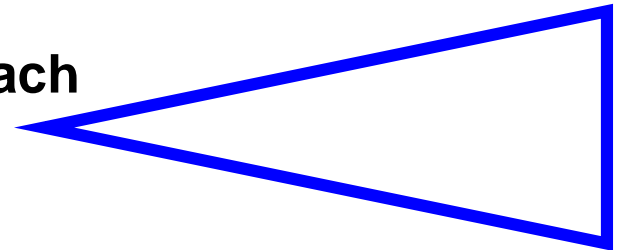


Client

Coach

Organisation

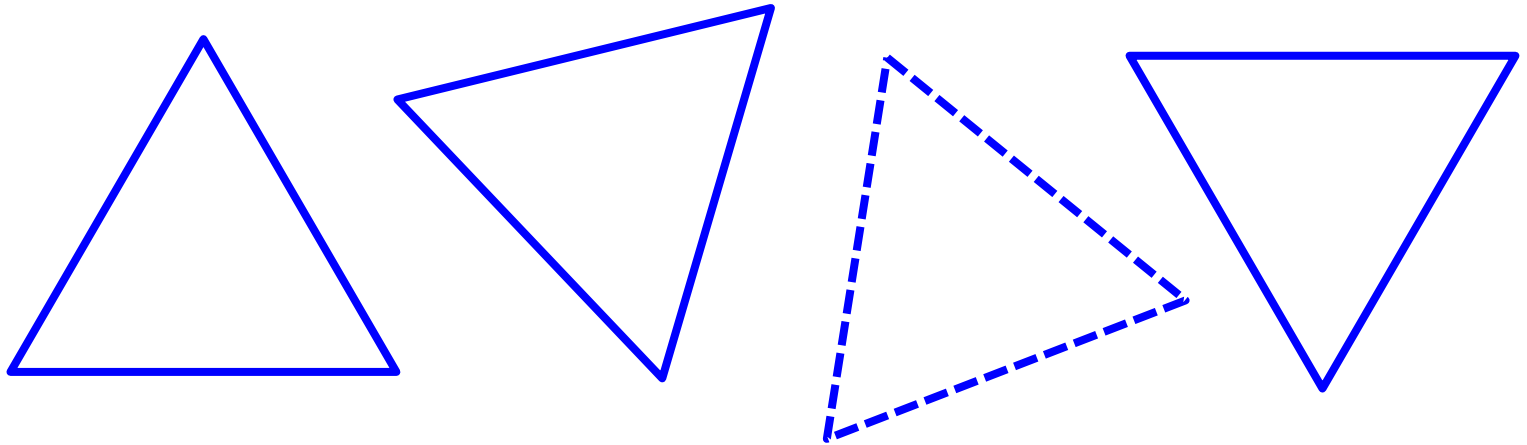
Coach



Client

Psychological distances

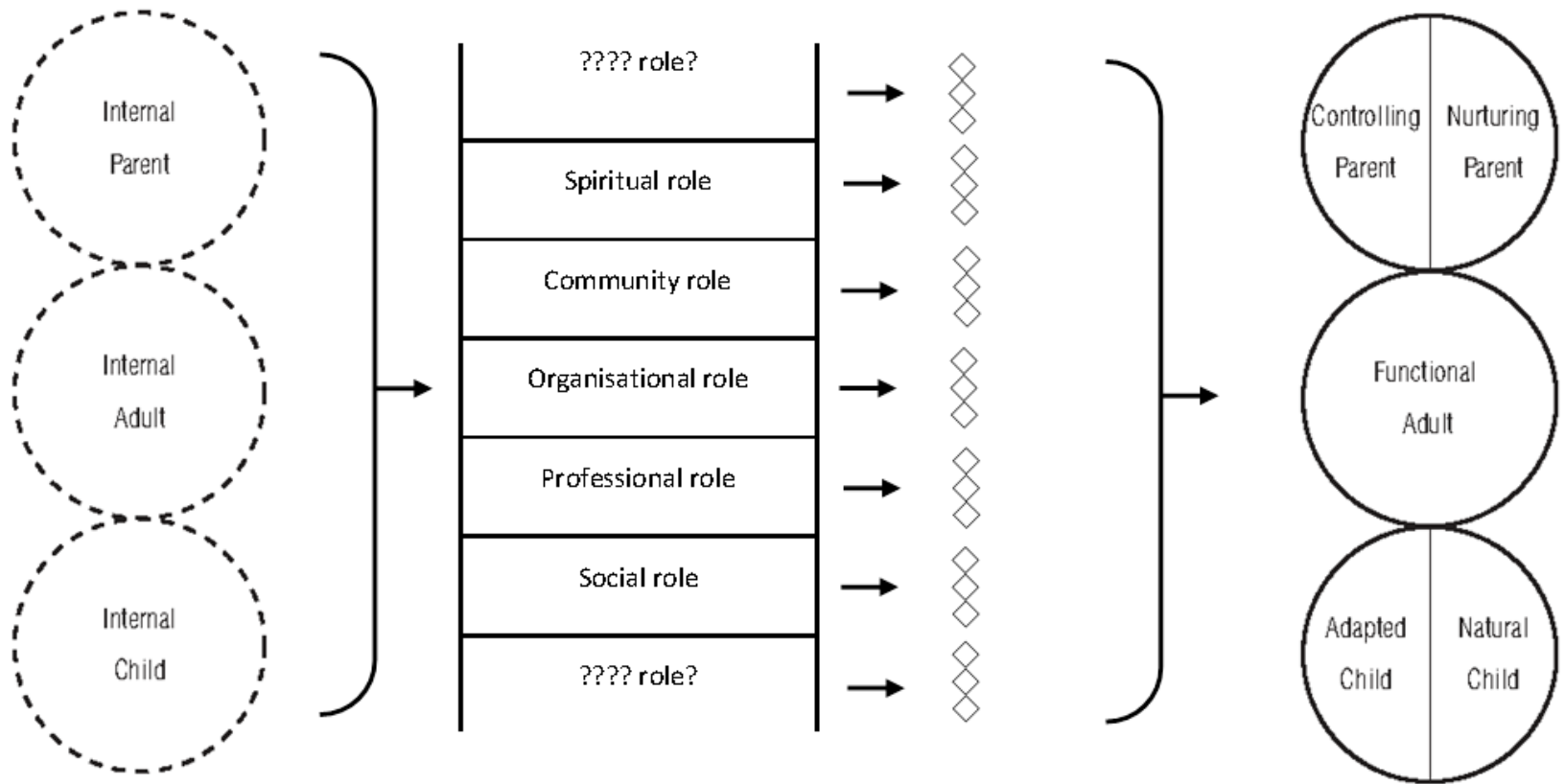
Every triangle needs to be equilateral



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

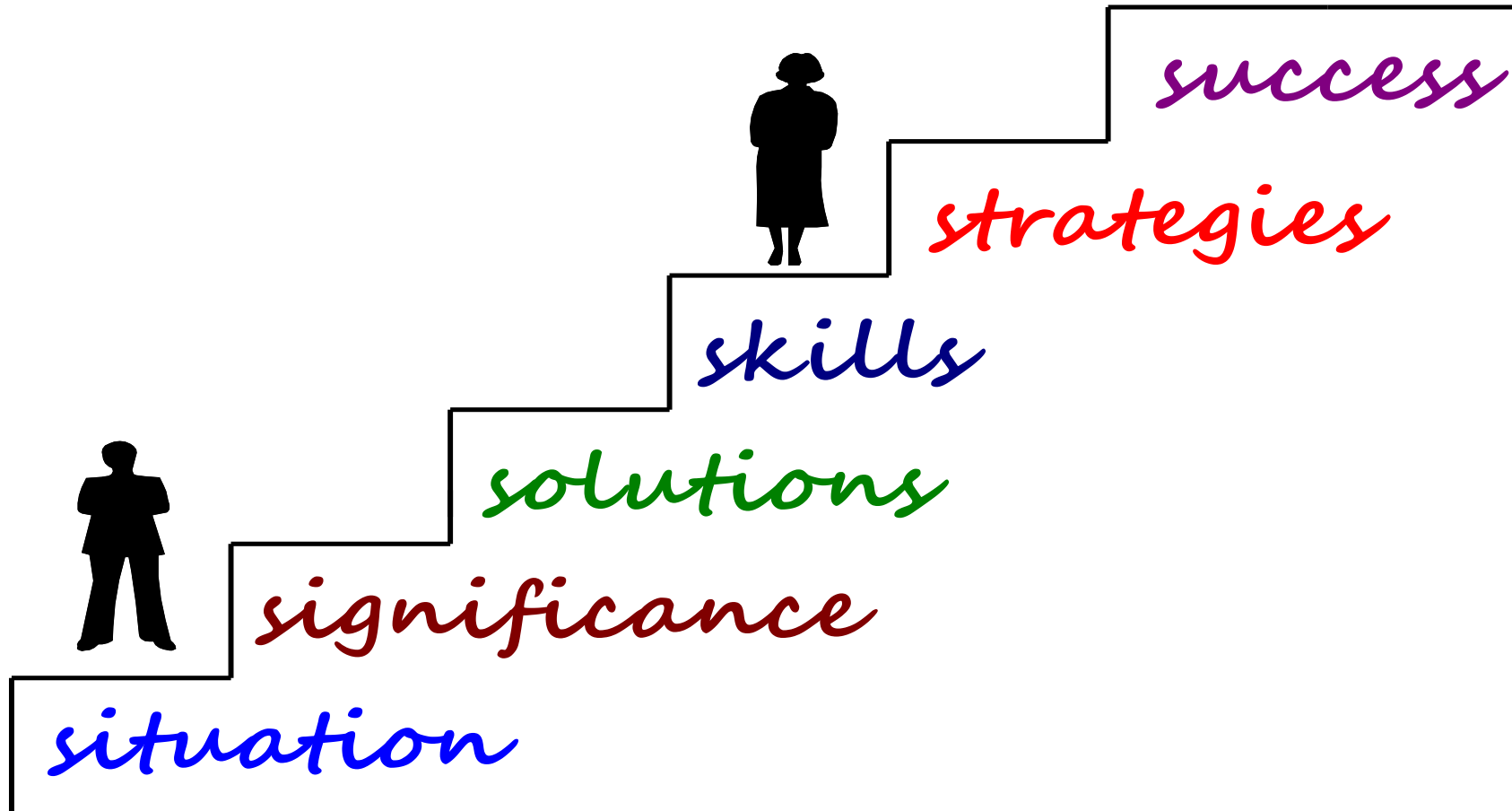
Discounting

- ◆ **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

MODE	TYPE OF DISCOUNTING		
<i>Existence</i>	T ₁ Existence of Stimuli	T ₂ Existence of Problems	T ₃ Existence of Options
<i>Significance</i>	T ₂ Significance of Stimuli	T ₃ Significance of Problems	T ₄ Significance of Options
<i>Change Possibilities</i>	T ₃ Changeability of Stimuli	T ₄ Solvability of Problems	T ₅ Viability of Options
<i>Personal Abilities</i>	T ₄ Person's Ability to React Differently	T ₅ Person's Ability to Solve Problems	T ₆ Person's Ability to Act on Options

Steps to Success



References

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 - ◆ www.psychologicalintelligence.com
 - ◆ www.pifcic.org – non-profit educational foundation: qualifications
 - ◆ www.ijtar.org – the TA research journal
 - ◆ <http://www.instdta.org/ta-proficiency-awards.html> - TA Proficiency Awards
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