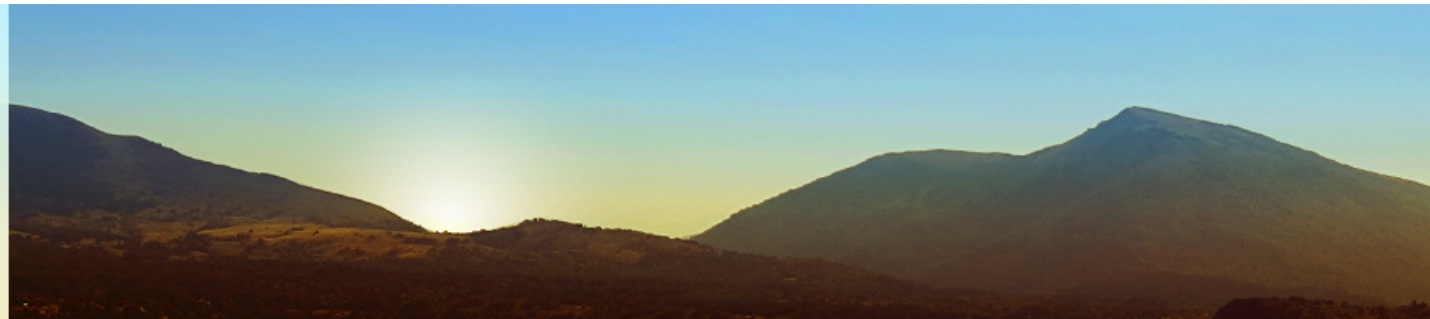


Neuropsychology for Coaching

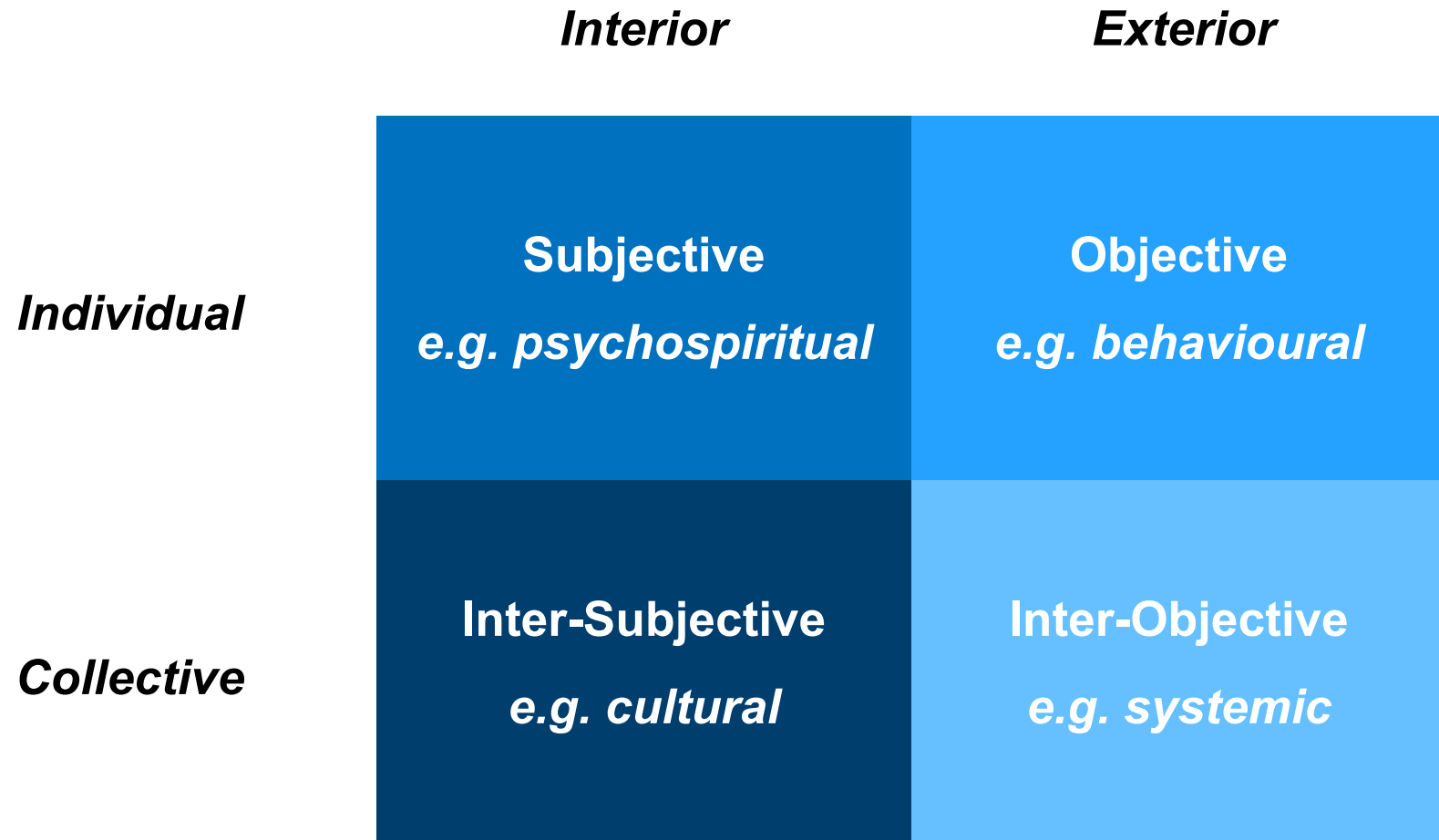
Aubyn Howard



Neuropsychology for Coaching

- ❖ What is neuroscience and neuropsychology telling us about coaching? Is it telling us anything new?
- ❖ How do we reconcile scientific and psycho-spiritual perspectives?
- ❖ Where do we start?

Taking multiple perspectives



Discovery through each perspective...

	<i>Interior</i>	<i>Exterior</i>
<i>Individual</i>	Subjective <i>e.g. inner inquiry and self-reflection</i>	Objective <i>e.g. observation and evidence</i>
<i>Collective</i>	Inter-Subjective <i>e.g. shared meaning and values</i>	Inter-Objective <i>e.g. big picture systemic awareness</i>

Neuropsychology for coaching sources



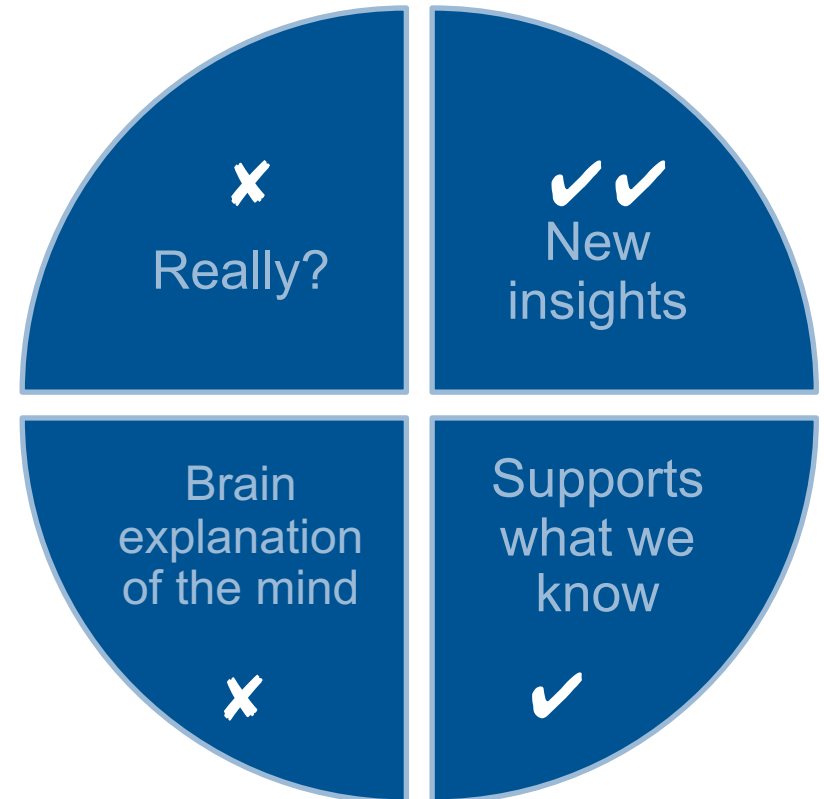
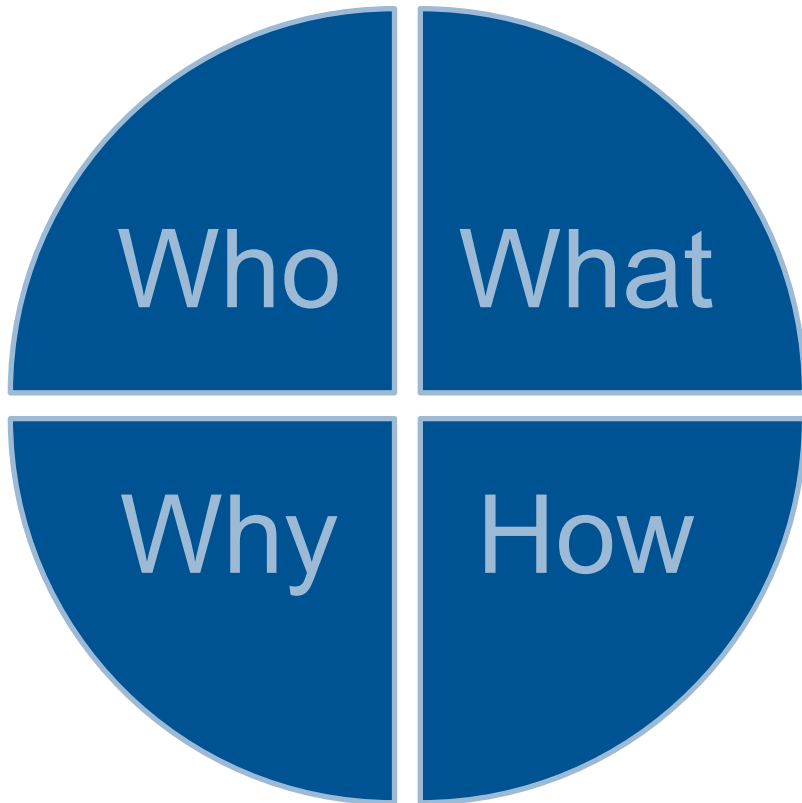
Neuropsychology for Coaching – Paul Brown



Neuroscience and psychology – some sources



Is there anything new here?



**Anything new to the
psychospiritual
perspective?**

**Insights from
neuroscience**

Five key areas

**Implications for
coaching?**

**Insights from
experimental
psychology**

Assagioli: "...the human tendency to find apparently good justifications for actions that are not good; justifications to ourselves and justifications to others. This tendency could be compared to the pleading of an inner attorney who defends the cause of the more intense urges operating in the unconscious."

The primacy of emotions over rationality, the extent to which we are social animals and relational beings and less individually autonomous than we think

Human nature

see the individual and the systems that they are part...

hold lightly and be curious about the rationalisations and justifications our clients tell us

We are poor at decision making (e.g. cognitive dissonance, halo effect, I-hindsight-bias, risk-aversion, over-optimism) as well as easily influenced by others without realising it

Assagioli: *"There are conscious motivations and unconscious motivations; or rather one might say more accurately that there is almost always a combination of the two, in very variable proportions!"*

McKay: *"unconscious processes exert great influence on our thoughts, feelings, and actions"...*
Elbaum: *"the struggle between the amygdala and the prefrontal cortex... also known as the amygdala hijack"*

The Mind

Holding an awareness of the 'parts' and supporting the coachee to develop this awareness...
everything going on in the coaching space, whether conscious or unconscious, is relevant and has transformative potential.

Kahneman's two cognitive systems: fast 'System 1' and slow 'System 2'. Goleman: two systems not always in sync – the low road of immediate emotional response and the high road of rational thought.

The importance of our will and the role of coaching in developing, finding and activating free will is only increased by this evidence...

Assagioli: *"the discovery of the will in oneself and even more the realisation that the self and will are intimately connected, may come as a real revelation..."*

"the brain hates change"
(Brown²) and becomes
grooved in habitual
responses...

AND

neuroplasticity explains how
the brain is always capable of
relearning and developing new
behaviours

Behavioural Change

Neuroscience affirms that all relationships, including coaching or therapeutic relationship, can be important in enabling positive change.

Duhigg *'habits are actions people first decide to do deliberately and keep doing subconsciously. The "habit loop" has three stages: a "cue" propels a person into a "routine" to reach the goal of a "reward."*

From a psychospiritual perspective, we seek to weave our mythology in ways which are connected with the higher Self, that bring about healing of the past, transformation of the present and inspiration for the future.

Memories, emotions and feelings are closely interconnected neural processes. McKay:
“Autobiographical memories that tell the story of our lives are always undergoing revision precisely because our sense of self is too”

Memory and narrative

The importance of stories or narratives in human life is becoming clearer – they are central to our sense making and understanding of ourselves – so are key to the coaching process

“we have about 600,000 experiencing moments a month, each of which lasts about 2 or 3 seconds, but most are lost. That is why our memory is always fragmented, and why we often believe so strongly that our recollection is correct when it is not”

Assagioli explicitly added imagination (and impulse) to Jung's four primary psychic functions.

Assagioli: "images or mental pictures and ideas tend to produce the physical conditions and the external acts that correspond to them".

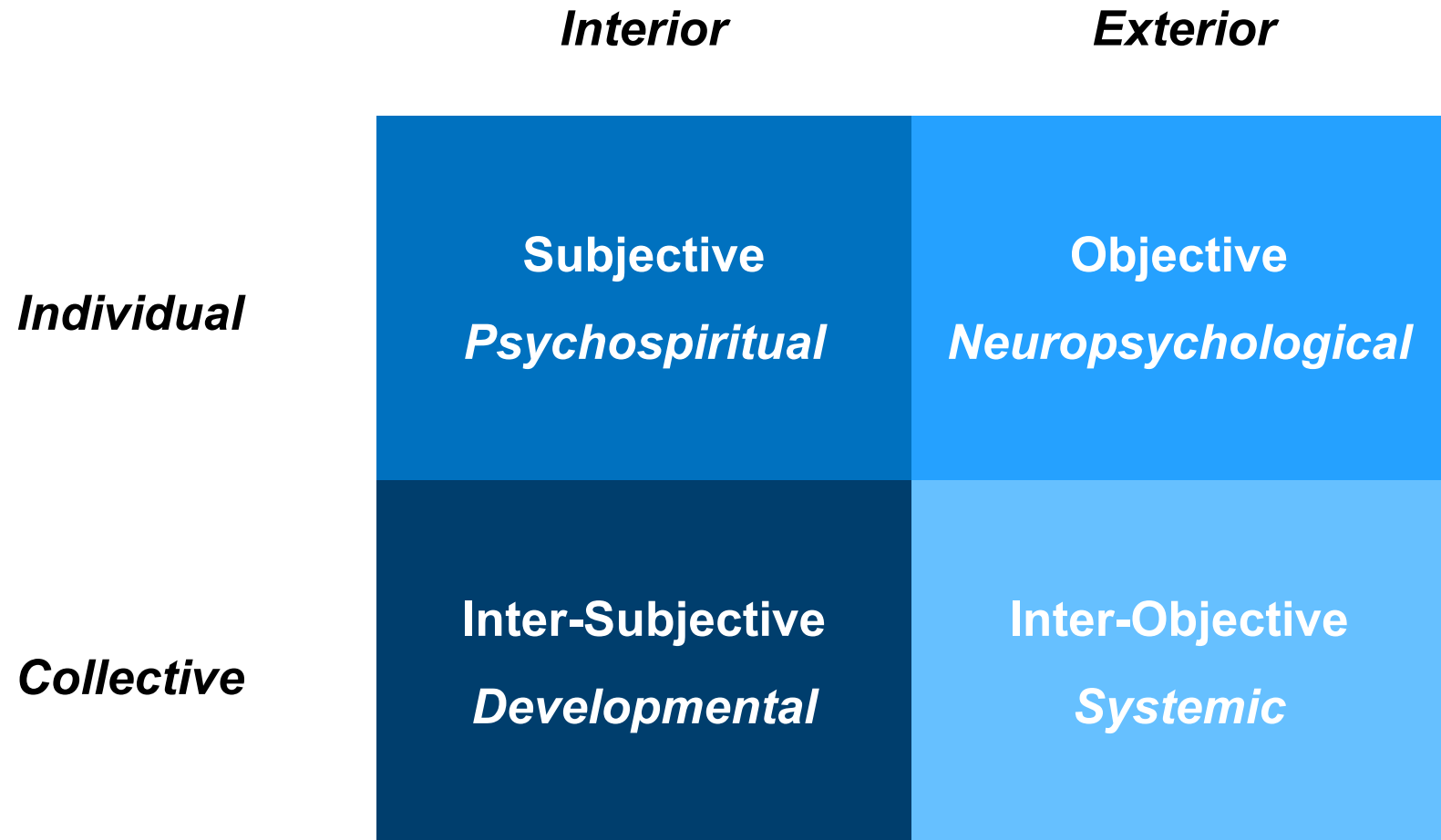
McKay: "mental imagery or visualisation not only activates the same brain regions as the actual behaviour but also can speed up the learning of a new skill." and "consciously or not, we use imagination to reinvent our past, and with it, our present and future."

Imagination and creativity

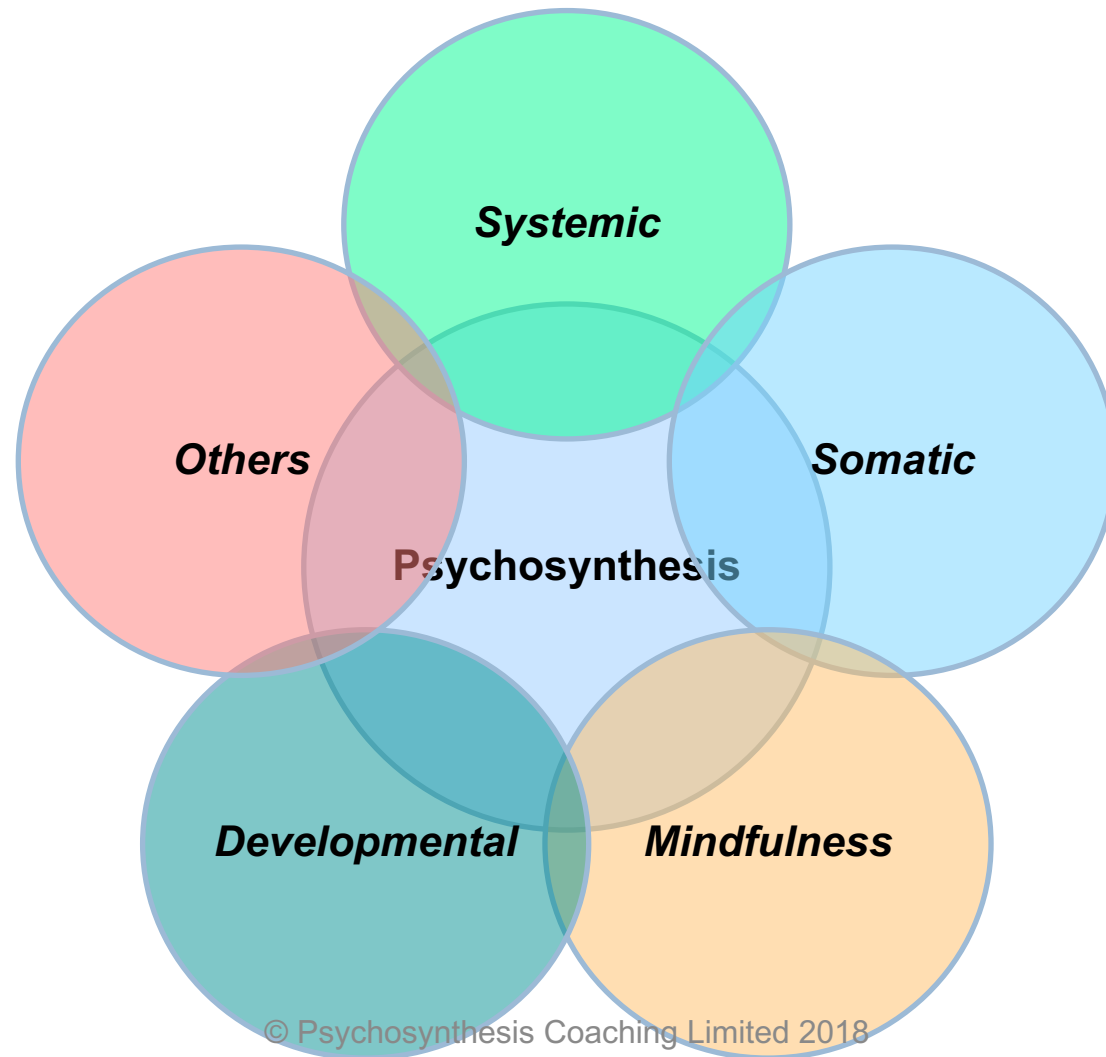
The value and power of visualisation, imagery and even guided mediation in coaching has been validated by neuropsychology

Brown²: "any client brings to any coaching session... him- or her- Self. The whole of the person is always present in the room. This includes their past, present and future".

Four perspectives to combine in our game of evolutionary catch up...



Psychosynthesis as an integrative psychology for coaching...



Plenary

Realisations

Connections

Synthesis

Thank you!

