

***Certificate in Psychosynthesis
Leadership Coaching***
**Istituto Internazionale Psicointesi
Educativa**

January 2019 Verona

February 2019 Torino



Workshop 3

Coaching Psychology

May/June 2019



Workshop Three	Day One	Day Two
Check-in/review 10:00 Day 1 09:00 Day 2	Reflection and check-in. Weekend overview.	Reflection and check-in.
Session 1	Review of model of psychospiritual development; pre-personal, personal and transpersonal levels. Working at different psychological levels and in different spaces as a coach.	Transpersonal: working with the Self in coaching – experiential exercise
Break		
Session 2	Personal: Overview of Humanistic Psychology. – experiential exercise	Transpersonal: working with the Self in coaching – small group discussions and plenary
Lunch e.g. 12:30-13:30		
Session 3	Personal: Humanistic and Personal Psychology – pairs coaching practice	Transpersonal: working with Will in coaching; group fishbowl exercise
Break		
Session 4	Personal: Humanistic Psychology and your coaching tool box – small group discussions	Transpersonal: working with Will in coaching; group fishbowl plenary
Break		
Session 5	Personal: Humanistic Psychology and your coaching tool box – plenary	Homework Reflection and check-out.
Check-out/ completion End 18:00 Day 1 End 16:00 Day 2	Reflection and check-out.	

Context for working with clients on the path to Self-realisation

Roberto Assagioli from Psychosynthesis (1965, p21-22)

- ❖ We have recognised that in order really to know ourselves...
- ❖ it is not enough to make an inventory of the elements that form our conscious being..
- ❖ an extensive exploration of the vast regions of our unconscious must also be undertaken...
- ❖ We have first to penetrate courageously into the pit of our **lower unconscious** in order to discover the dark forces that ensnare and menace us... (e.g. by the use of the methods of psychoanalysis... and this is accomplished more easily with the help of another)
- ❖ Psychoanalysis generally stops here, but this limitation is not justified. The regions of the **middle** and **higher unconscious** should also be explored. In that way we will discover in ourselves hitherto unknown abilities, our true vocations, our higher potentialities which seek to express themselves... etc.

Working at different levels with psychosynthesis

Coach

Applied to your own personal and professional development, your awareness and the context you hold, your reflections about the client and the coaching space

Coaching space

Informing your coaching methods and interventions with the client, the development of the coaching space and relationship, and working what is in play in the coaching space

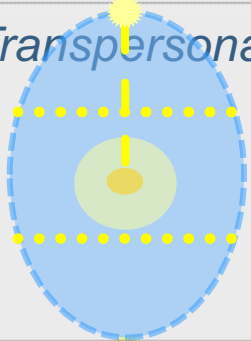

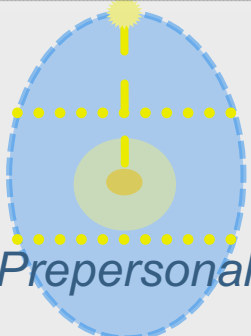
Client

Applied directly to working with the personal process or development of the client, including the explicit use of material, models or techniques

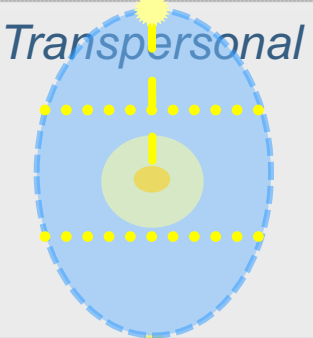
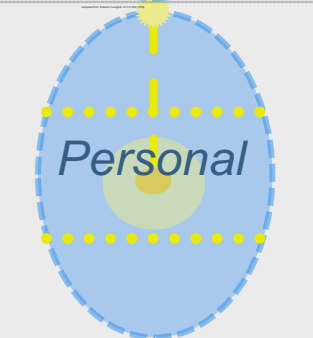
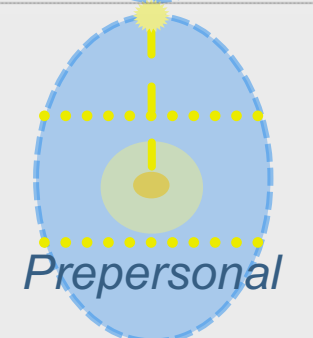
Working at different levels with psychosynthesis

Level space	Coach	Coaching Space	Client
 <p><i>Transpersonal</i></p>	<p><i>Trifocal Vision: asking yourself, who is this being most essentially?</i></p>	<p><i>Working with Self and Will across different domains according to the clients' needs and goals.</i></p>	<p><i>Working transpersonally, e.g. with imagination, meditation and creativity</i></p>
 <p><i>Personal</i></p>	<p><i>Trifocal Vision: asking yourself, where is the will most available?</i></p>	<p><i>Transformative space between inner and outer worlds. Working with available will. Holding context of awareness and responsibility.</i></p>	<p><i>Disidentification and identification. Working with subpersonalities, mindsets, etc.</i></p>
 <p><i>Prepersonal</i></p>	<p><i>Awareness of counter-transference, somatic awareness</i></p>	<p><i>Awareness of mirrors of the past. Where are they caught or limited by their history?</i></p>	<p><i>Working on prepersonal influences, e.g. transference and projection work</i></p>

Working at different levels with psychosynthesis

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Working at different levels with psychosynthesis

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Personal and humanistic

- ❖ The personal level of consciousness
- ❖ Jung and personality type
- ❖ The emergence of humanistic psychology
- ❖ Carl Rogers and person-centred approaches
- ❖ Abraham Maslow – humanistic and transpersonal psychology
- ❖ TA, Gestalt Psychology and NLP
- ❖ Positive Psychology and Neuro-psychology
- ❖ Integration within the Psychosynthesis context

Exercise

- ❖ Experiencing the three spaces
- ❖ Exploring our use of presence, energy and focus of attention
- ❖ Finding the right dynamic balance in the space between

Personal and humanistic coaching exercise

❖ Coaching practice in pairs

- 30 minutes each
- 10 minutes debrief

❖ Context

- Transformative space between inner and outer worlds
- Holding context of awareness and responsibility
- Working with available will

Application of personal psychology to psychosynthesis coaching - group task

- ❖ Three groups
- ❖ Reflecting upon your practice sessions, and from your own experience, which aspects of humanistic or personal psychology...
 - ...do you find most useful in coaching?
 - Might you draw upon in your coaching toolkit?
 - How do these fit within or alongside the psychosynthesis coaching context – e.g. with Trifocal Vision?
- ❖ Plenary presentations

Day Two



What is the Transpersonal?

- ❖ *Meta-needs*
- ❖ *Ultimate values*
- ❖ *Unitive consciousness*
- ❖ *Peak experiences*
- ❖ *Ecstasy*
- ❖ *Mystical experience*
- ❖ *Being values*
- ❖ *Essence*
- ❖ *Bliss*
- ❖ *Awe*
- ❖ *Wonder*
- ❖ *Self-actualisation*
- ❖ *Ultimate meaning*
- ❖ *Transcendence of the self*
- ❖ *Spirit*
- ❖ Purpose
- ❖ Meaning
- ❖ Values
- ❖ Identity
- ❖ Being
- ❖ Potential
- ❖ Emergent
- ❖ Soul
- ❖ Will

Overview of transpersonal and psychospiritual psychology

- ❖ Jung
- ❖ Maslow
- ❖ Assagioli
- ❖ Journal of Transpersonal Psychology
- ❖ Groff
- ❖ Heron
- ❖ Wilber
- ❖ Ferrer

Transpersonal – working with the Self in coaching

- ❖ Self calls
- ❖ Peak experiences
- ❖ Crisis of meaning
- ❖ Crisis of duality
- ❖ Breakdown and breakthrough
- ❖ Emergence
- ❖ Emergency
- ❖ Symptoms
- ❖ Developmental journey

The Superconscious and the Self

Extracts from a paper by Roberto Assagioli

- ❖ Perhaps the greatest confusion in dealing with the higher realms of human nature is the lack of a clear understanding of the distinction between the superconscious (or the transpersonal level of consciousness) and the Self
- ❖ Transpersonal Self is basically "ontological". Ontos means *being* - which *is not process*, which is something standing in itself. Self is the unchanging, enduring reality; a stable center of life on its own level, which has functions but *is not a function*
- ❖ Identification with higher and higher aspects of the superconscious is useful, as it can constitute a ladder toward the Self, and thus it represents for many people, the path of least resistance and the most appropriate path
- ❖ But to have a true experience, even a beginning one, of the Self, it is necessary to disidentify *also from the superconscious*. And that is very difficult, for transpersonal states of awareness are so joyous, so alluring that one may become attached to them and enmeshed in them
- ❖ I would like to stress the validity of a basic principle of psychosynthesis, that "we can benefit from, and utilize every function and element of our psyche, *provided we understand its nature and purpose, and place it in its right relation with the greater whole*

Transpersonal – working with the Self and Will in coaching

- ❖ Holding a psycho-spiritual context beyond the mind
- ❖ Learning how to use your heart as the resonator of Self
- ❖ Self being witnessed – evoking the Self
- ❖ Enabling the Will of the Self of the coachee to be expressed, to start acting
- ❖ ...using Trifocal Vision and the six-session model

Roger Evans

NAME OF COACH

Supervision Paper:

Date of supervision:

Client:

Age:

Sessions: e.g. Set 1 Session 2

LEARNING FROM LAST SUPERVISION**TRI-FOCAL CONTEXT**

Emergent Self:	<i>Using your heart write about your sense of these questions as you feel your way into them</i>
Who is this being most essentially? Who do I see when I open my heart?	
What do I sense is emerging for this being?	
Why has the Self brought them to me?	
Where is the coachee now:	<i>Write about all the stuff they bring in terms of their dilemmas what they are struggling with personally and professionally</i>
The Big Trifocal Gap	<i>Ideally as you write about this gap it should give you/coachee some sense of the 6-session Goal</i>

GOALS

After 6 sessions:

Next Small Step/GAP/Goal for e.g. session?	<i>What you are reaching for here within the overall 6-session goal is the next realisable small step (small gap) where there is readiness / willingness – there should be some stretch – so a 4/5 is too easy</i>

SMALL GAP/NEXT STEP - READINESS SCORING – (0-5) *This is a key assessment each session*

Session Description	Reflections

Goals and Homework for the coachee

Challenges with the process I face as a coach

Questions for the group

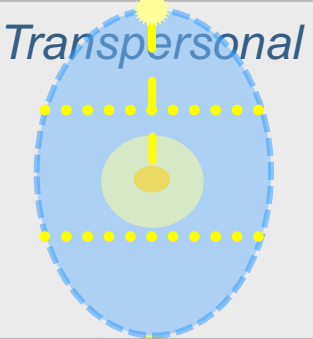
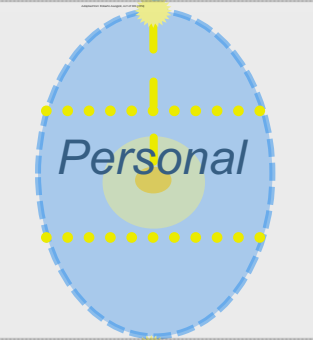
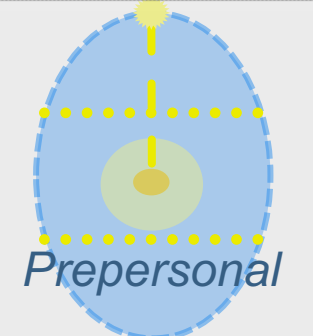
Exercise

- ❖ 10 mins coachee speaking about an issue
- ❖ Coach listening with the being, holding one of the trifocal vision questions (e.g. who, what, why)
- ❖ 5 mins for the coach to share what emerged and to debrief
- ❖ Reverse the process

Transpersonal – working with the Self and Will in coaching

- ❖ Small group discussions (3 groups)
 - 30 minutes
- ❖ Three levels
 - Coach – your own awareness, process and context
 - Coaching space – the substance of the coaching conversation; energy, emergence and exploration; the right-relational space between
 - Coachee – specific work on their process or development
- ❖ Plenary feedback and discussion
 - 30 minutes

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 <p><i>Transpersonal</i></p>			
 <p><i>Personal</i></p>			
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Transpersonal – working with the Will in coaching

❖ Coach

- Awareness of your Will – counter-transference, using self as an instrument
- Wondering where the Will is most available for the client – Trifocal Vision

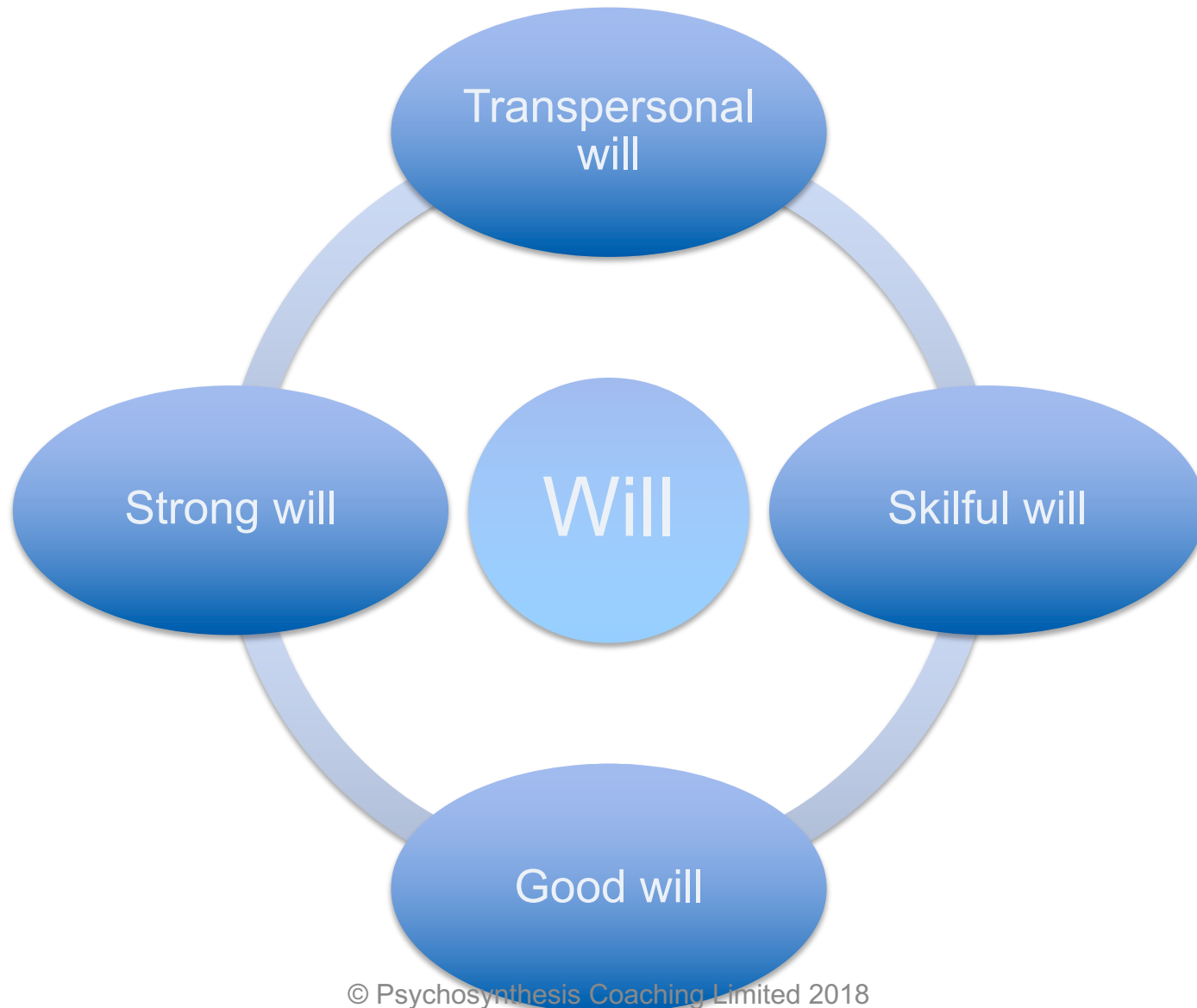
❖ Coaching space

- Exploring the current reality, where the Will is caught – Trifocal Vision
- Working with available Will – Trifocal Vision

❖ Coachee

- Aspects and qualities of Will
- Will and the psychological functions
- Creative expression – the act of Will

Aspects of Will



Qualities of Will

**Energy/
intensity**

**Mastery/
discipline**

**Focus/
attention**

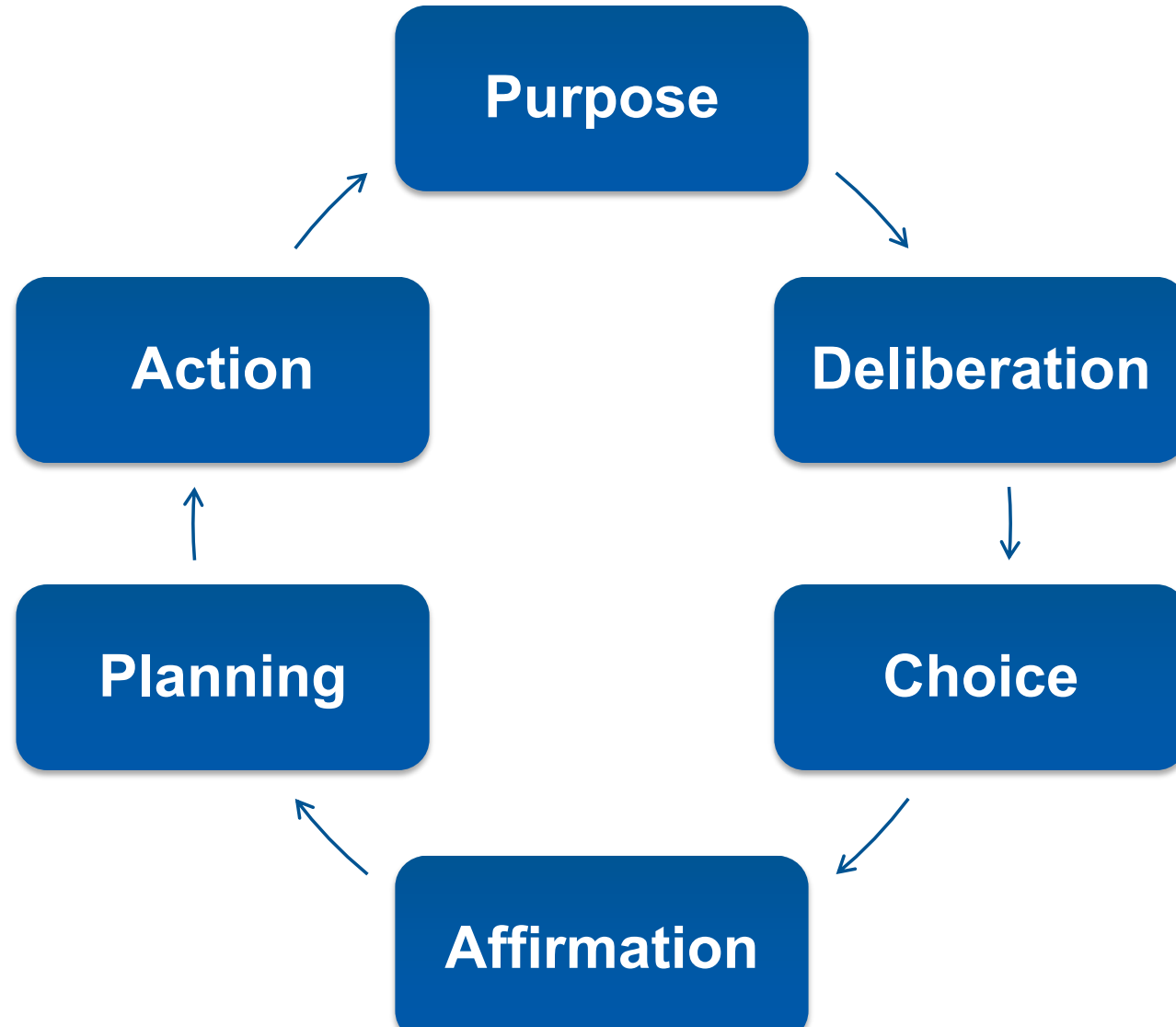
**Determination/
resoluteness**

**Persistence/
patience**

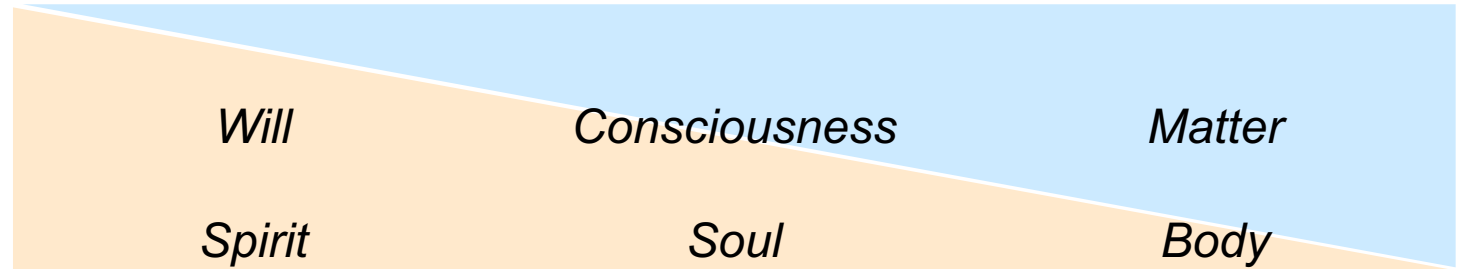
**Initiative/
courage**

**Integration/
synthesis**

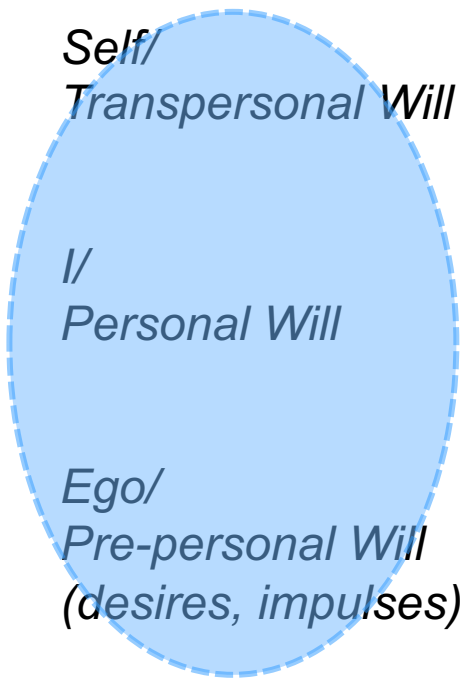
Creative Expression – The Act of Will



Creative Expression – The Act of Will



Purpose	Meaning	Values
Intention	Deliberation	Choice
Affirmation	Planning	Action



Working with Will in the coaching space – practice

Fishbowl coaching session

- ❖ Client
- ❖ Plus three chairs

Coaches

- ❖ Helping the client to find and release available will in relation to their issue
- ❖ Stepping in and stepping out

Client

- ❖ Bring an area of your life where you are stuck and want to make something happen

Observers

- ❖ Reflect upon what works to find and release available will
- ❖ Reflect upon use of coaching skills
- ❖ Reflect upon any secondary process

Homework

- ❖ Study guide
- ❖ Peer coaching
- ❖ Practice coaching

Check-out

- ❖ Experience of the weekend
- ❖ Take away from this weekend

Completion

