

Exploring the Impact of Acceptance and Commitment Coaching

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Context & Research Question

- Evidence based approach to coaching psychology research
- ACT offers a theoretically rigorous foundation for coaching
- Preliminary study: what is the impact of ACT-based coaching interventions on coaching outcomes?

Coaching Outcomes

- Wellbeing (GHQ)
- Coping (Self-efficacy)
- Attitudes (Work satisfaction & motivation)
- Goal achievement (Goal attainment)
- Performance (Self-rating)
- Psychological flexibility (WAAQ & AAQ)

Randomised controlled trial

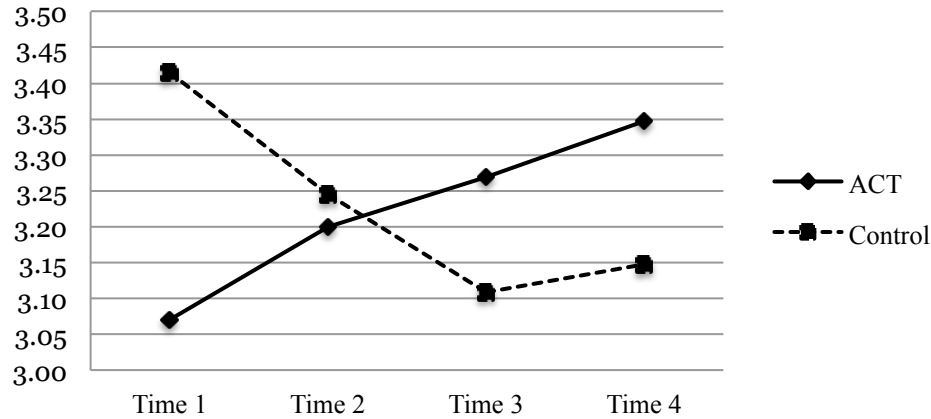
- 3x 1.5 hour ACT-based coaching sessions
- Between subjects, longitudinal design
- N = 127 (intervention = 66, control = 61)
- 71% female, avg. age 41
- Participants all civil service, grade 6/7 (middle management)
- Measures taken:
 - T1 completed 1 week before coaching starts
 - T2 + T3 completed 1 week prior to sessions 2 + 3
 - T4 completed 4 weeks after session 3

Overview of Coaching Sessions

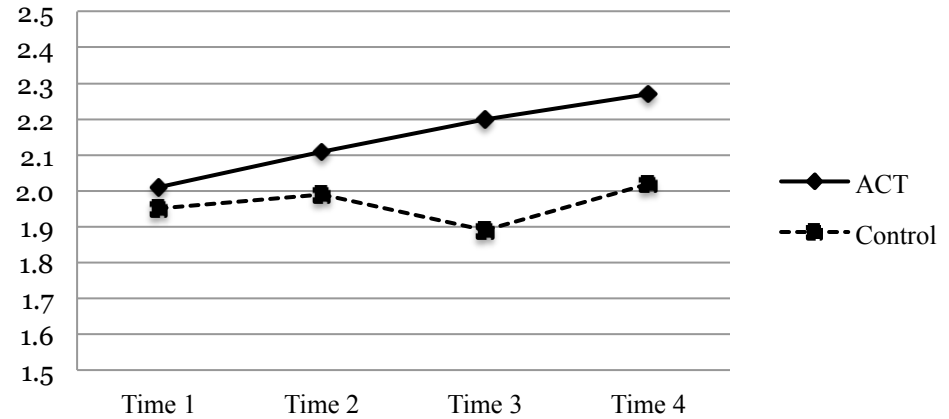
1. Values exercise, overview of ACT, goal setting and mindfulness practice (Just sitting)
2. Defusion and acceptance exercises (Moving forward)
3. Valued action (Values audit)

Results

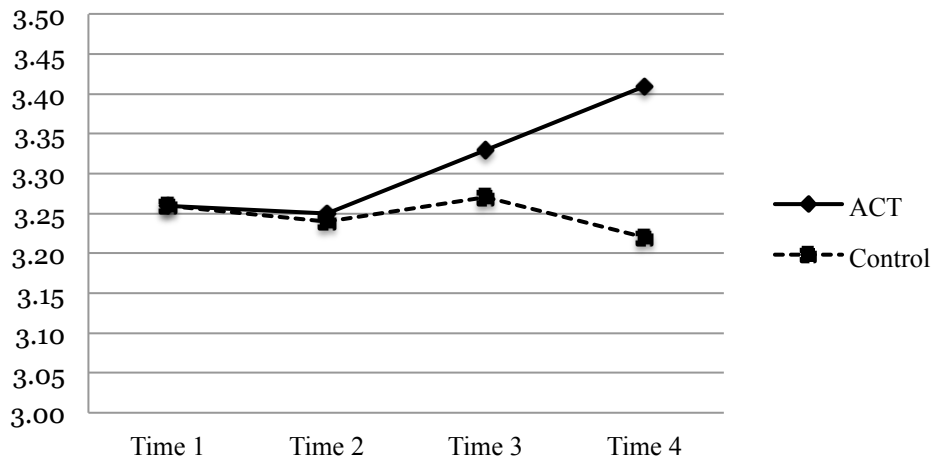
Proactivity



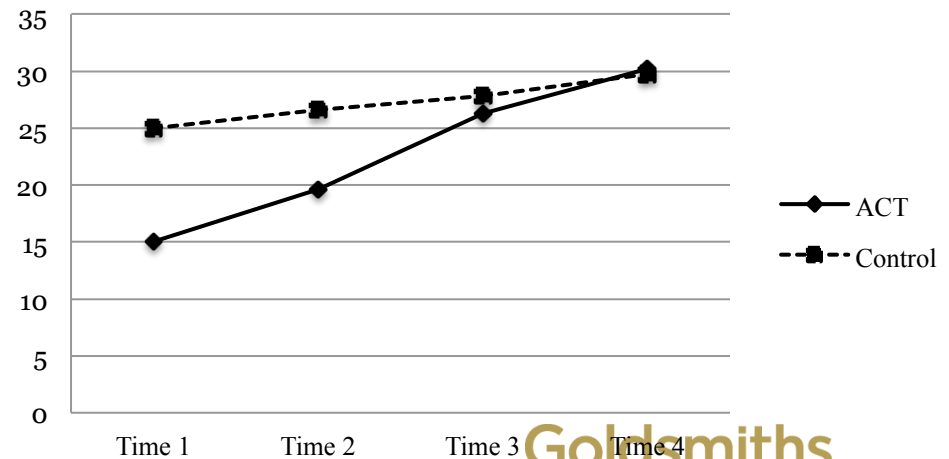
Wellbeing



Self-Efficacy

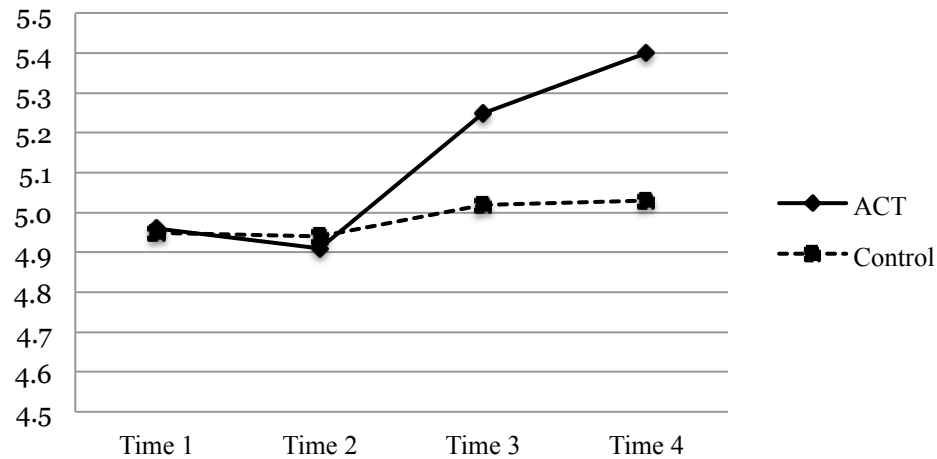


Goal Attainment



Results

Psychological Flexibility



Conclusions

ACT coaching increased:

- Proactivity (performance)
- Wellbeing
- Self-efficacy (coping)
- Goal achievement
- Psychological flexibility

- Psychological flexibility mediates wellbeing and self-efficacy