

COACHING PSYCHOLOGY: ENHANCING WORK PERFORMANCE AND HEALTH FOR THE BEST RETURN TO WORK

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For a good landing in the workplace, it is advisable that the runway is adequate and one returns with the physical, mental, emotional and social skills necessary for facing the day-to-day work again

OBJECTIVE / AIM

Studies on **Return to Work (RtW)** show that adjustments in the workplace are required to support people who have to manage fear, insecurities and disabilities at work.

Focus only on the person and not on all the resources that a company can offer. Positive Psychology Coaching (PPC) processes can meet the needs of the non-clinical population.

PPC is an evidence-based coaching practice informed by the theories and research of positive psychology for the enhancement of resilience, achievement and wellbeing". (Green & Palmer, 2019, p 9).

In the context of RtW, it is justified: to formulate a **dual goal** of professional and health-related achievements; to strengthen Positive Psychological Capital as resilience is part of it, and influence the Wellbeing as it is incompatible with stress.

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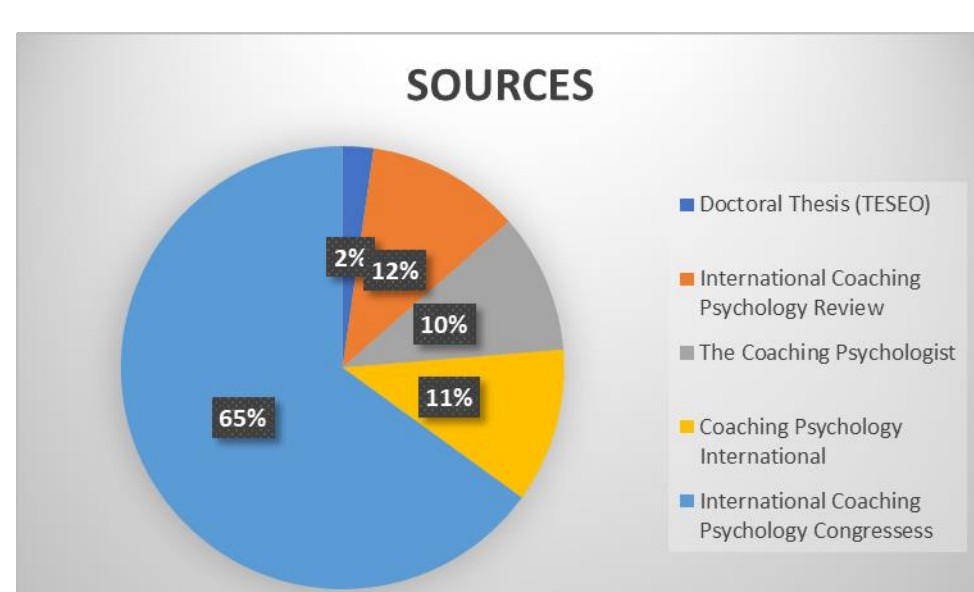
○ Is it useful to carry out a PPC process + **dual goal** to achieve good performance at work as well as looking after one's health when returning to work ?

○ Is it interesting to foster the **positive psychological capital** to reach the dual goal?

DESIGN

A review of the **coaching psychology literature** was conducted with a **positive approach** on **Return to Work** through an open approach.

- In Spain no specific coaching psychology journals are published. The literature search was carried out with published doctoral theses, complemented with international renowned journals and publications from international congresses in this field.
- If coaching psychology was not clearly identified within the bibliography/reference, the paper was rejected from the literature search.



CONCLUSION

The questions that have given rise to this study could not be answered due to lack of data. Therefore, it could be useful to carry out research into this PCC on RtW with a dual goal in the future.

STAGES OF THE COACHING PROCESS WITH DUAL GOAL

DEMAND: CONTEXTUALIZATION AND IDENTIFICATION

- Returning to Work after a sick leave or an accident (mainly: musculoskeletal, cancer, mental or cognitive disorder) - Need for professional performance and self care.

OBJECTIVES: IDENTIFICATION AND DEFINITION

- Of present professional competence and healthy habits.

ACTION PLAN: ELABORATION, DEVELOPMENT & ASSESSMENT

- With sub-objectives to strengthen: the psychological capital, competences of performance, relationships, tasks, changes of toxic habits, diet, physical exercise, leisure, or of adherence to treatment.

EVALUATION, DEVOLUTION AND CLOSING OF THE PROCESS

- This includes an assessment of the starting situation versus the reached situation, of the consolidation of new resources, of the elements of psychological capital and other strenghts.

Source: Own elaboration based on COPC criteria "renewal of the accreditation in Coaching Psychology 2018"

METHODOLOGY

The literature review adopted a narrative approach.

Key words: Workplace & Health, Coaching Psychology for RtW, OR CP for RtW, for workplace for Health or for Wellbeing

RESULTS/FINDINGS

1. **No study was found that yielded results** about coaching psychology processes with this dual goal of health and performance.
2. The concepts of **resilience and self-efficacy** were the positive psychological capital dimensions most studied.

