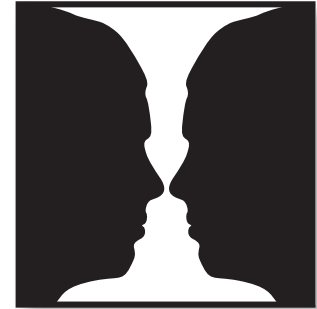


Coaching psykologi

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Introduktion til klassiske studier og nyeste forskning

By Ole Michael Spaten

Klassisk coaching forskning og det nyeste frontlinje forskning præsenteres i dette nummer af tidsskrift for Coaching Psykologi. Præsenteres side om side med coaching forskning i ordets videste forstand samtidig med artikler der konkret peger på øvelser, der let kan anvendes i den daglige coaching psykologiske praksis. Suppleret med interview med nogle af de mest fremtrædende forskere inden for coaching psykologien og coaching relationen. Med andre ord et nyt nummer af det danske tidsskrift for coaching psykologi til inspiration for akademikere, studerende og coaching praktikere.

Den klassiske forskning er i dette nummer et helt nyt kvalitativt studie, hvor ledere interviewes om deres erfaringer med Executive Coaching. Executive Coaching er et betydningsfuldt og stort arbejdsfelt for coaches og coachingpsykologer, der er store værdier på spil hvis ledelsen af en virksomhed ikke er toptunet og fungerer optimalt. Det er dog relativt få psykologer der arbejder inden for området, selvom det er en kilde til betydelig indtjening – ledelsesrådgivning og ledelsestræning er højt lønnet (Spaten, 2013). Artiklen præsenterer en fænomenologisk undersøgelse af hvordan seks danske ledere oplever det at modtage executive coaching. Undersøgelsen er baseret på interviews med seks danske mellem- og topledere, som er ansat hhv. i en større dansk region og ved en større

privat virksomhed. Der findes ganske få kvalitative studier inden for feltet og studiet er et af de første af sin art på dansk grund.

Frontlinje forskning er det relativt nye felt hvor det undersøges hvilken virkning naturen og naturcoaching har på menneskers stress, angst og velbefindende. For et år siden blev der publiceret en opsigtsvækkende undersøgelse af betydningen af at være i naturen, hvad enten det var skoven eller ved vandet, såkaldt "green or blue exercise": Hvis man blot befandt sig i naturen i to (2) timer om ugen havde det signifikant betydning for menneskets sundhed og velbefindende (White et al., 2019). Flere forskere har fulgt op med større eller mindre undersøgelser og har dermed replikeret disse fund, se f.eks. en artikel i dette tidsskrift sidste år (Palmer & O'Riordan, 2019). Artiklen i dette nummer repræsenterer et bud på denne tradition og er en mindre empirisk undersøgelse af coaching sessioner i nature. Undersøgelsens forskningsspørgsmål er om naturen har en positiv indflydelse på en lille gruppe mennesker i forhold til stress, tilhørsforhold og velbefindende.

Coachingpsykologi har berøringsflader med en række andre interventionsformer, som f.eks. psykoterapi, mentoring, supervision, coaching, instruktion m.v. (Spaten, 2015). Grænsefeltet er vigtigt at undersøge når vi nærmere skal udforske

hvad der samler og adskiller de forskellige interventionsformer fra hinanden. Mentoring har de senere år været genstand for en betydelig opkvalificering og tilsvarende kastet empiriske undersøgelser af sig, men mentoring programmer for nye ansatte er trods alt underbelyst. Sådanne programmer er tidsbestemte og har til formål at den (ny) ansatte kan fortsætte mere kvalificeret efter en tid, men uden hjælp fra en mentor (Garvey et al., 2018). Artiklens særegne tilgang præsenterer analyser af en videoobserveret mentorsamtale og gennem interviews præsenteres punkt for punkt og konkret hvordan mentoring kan finde sted med planlagte mentorsamtaler. En række vigtige forudsætninger skitseres som baggrund for at dette kan ske: Deltagerne skal respektere gensidig fortrolighed, og input og professionel rådgivning skal gives fra et synspunkt af ægte interesse for mentee – herved bliver en følelsesmæssig og kognitiv anerkendelse af den nyansatte mulig (Honneth, 2006).

Endvidere er der en artikel der med titlen ”Exploring Coaching Style Preference”, som rummer resultaterne af en blandet metodeundersøgelse, der udforsker coaches perspektiver på virkningen og hjælpsomheden af personlighedsteori og anvendelsen af forskellige coachingstile. Psykologisk Assessment betjener sig ofte af instrumenter som DASS 42 og BIG Five Faktor teorierne (Judge & Zapata, 2015) og således også i tilfældet med denne artikel. Deltagerne i undersøgelsen var 20 personer af forskellige nationaliteter og med arbejde inden for en række af forskellige typer af virksomheder. Alle deltagere var tidligere blevet coachet og deltog både i de kvalitative og de kvantitative undersøgelser. Forskningen giver et førstehåndskendskab for

trænere, der er interesserede i at anvende personlighedsp psykologisk teori og psykologisk assessment i deres coachingpraksis. En anvendelse, som kan hjælpe dem med at træffe informerede beslutninger om den type af coaching eller ”coachingstil”, der skal tages i anvendelse i forhold til at opnå en frugtbar coachingrelation og en optimal effektivitet af coaching. Der findes relativt få mixede metode studier med anvendelsen af psykologisk assessment sat i forhold til hvilken type af coaching eller ”coachingstil” der mest frugtbart skal anvendes og studiet er derfor af stor interesse.

Endelig rummer dette nummer af tidsskriftet artikler og interview, hvori man kan læse en række vinkler på et andet vigtigt forskningsfelt, nemlig forskning i coaching relationens betydning. Flere forskere har rejst spørgsmålet om hvorvidt coaching relationen er en af de ”vigtigste aktive ingredienser i terapi og coachingspsykologi?” (O’Broin, 2019; Spaten, 2020). Gennem artikler og interview (Palmer, 2020; Henderson, 2020; Gyllensten, 2020) præsenteres dels en kort introduktion til forskningsfeltet efterfulgt af tidslinje for forskning inden for coaching-relationen. Artikler og interview diskuterer endvidere definitioner af forskningsfeltet. Endelig påpeges at coaching relationen er en vigtig ingrediens i forhold til effektiviteten og resultatet af coaching. Komplexiteten af coaching relationer betyder dog at der bør søges efter en ny syntese af teoretiske ideer og at yderligere forskning bør gennemføres.

Læserne af dette nummer ønskes godt nytår og god læselyst

Ole Michael Spaten, ansvarshavende redaktør

Introduction to classical studies and newest research

Classical coaching research and the latest front-line research are presented in this issue of the Danish Journal of Coaching Psychology. Presented side by side with coaching research in the broadest sense of the word at the same time as articles that specifically point to exercises that straightforward can be used in daily coaching psychological practice. Complemented by interviews with some of the most prominent researchers in the field of

coaching relationship and coaching psychology. In other words, a new issue of the Danish Journal of Coaching Psychology is published for inspiration for academics, students and coaching practitioners open access.

The classic research in this issue is a brand new qualitative study, where executives and managers are interviewed about their experiences with Executive Coaching. Executive Coaching is an

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important and large field of work for coaches and coaching psychologists; great values is at stake if the management of a company is not top-tuned and functions optimally. However, relatively few psychologists work in the field, although it is a source of considerable profits – management consulting and management training are highly paid (Spaten, 2013). The article presents a phenomenological study of how six Danish managers experience receiving executive coaching. The study is based on interviews with six Danish middle and top managers, who are employed respectively in a larger Danish Region and at a larger private company. There are quite a few qualitative studies in the field and the study is one of the first of its kind on Danish soil.

Frontline research in this issue is investigations of the effect of nature and nature coaching on people's stress, anxiety and well-being. A year ago, a startling study was published on the healthy importance of being in nature: whether it might be in the forest or by the water, so-called "green or blue exercises": If you were only in nature for two (2) hours a week, it had significant implications for human health and well-being (White et al., 2019). Several researchers have followed up with larger or smaller studies and have thus replicated these findings, see e.g. an article in this journal last year (Palmer & O'Riordan, 2019). The article in this volume represents a bid for this tradition and is a minor empirical study of coaching sessions in nature. The research question of the study is whether nature has a positive influence on a small group of people in relation to stress, belonging and well-being.

Coaching psychology has interfaces and borderlines with a number of other forms of intervention, such as psychotherapy, mentoring, supervision, coaching, instruction, etc. (Spaten, 2015). The borders are important to examine when we have to explore in more detail what brings together and separates the different forms of intervention from each other. Mentoring has in recent years been the subject of considerable upskilling and similarly has shed significant empirical research, but mentoring programs for new employees are, after all, under-illuminated. Such programs are time-bound and aim to enable the (new) employee to continue more qualified after a period of time, but without the assistance of a mentor (Garvey et al., 2018). The article's distinctive approach presents

analyses of a video-observed mentor interview and through interviews is presented point by point and concretely how mentoring can take place with planned mentor interviews. A number of important prerequisites are outlined as a background for this to happen: Participants must respect mutual confidentiality, and input and professional advice must be given from a point of view of genuine interest in the mentee - thereby making emotional and cognitive recognition of the new employee possible (Honneth, 2006).

Furthermore, in this volume, the reader will find an article entitled "Exploring Coaching Style Preference", which contains the results of a mixed methods study exploring coaches' perspectives on the impact and helpfulness of personality theory and the application of different coaching styles. Psychological Assessment often makes use of instruments such as the DASS 42 and BIG Five Factor theories (Judge & Zapata, 2015) and this is also the case in this article. The participants in the study were 20 people of different nationalities and working in a number of different types of companies. All participants had previously been coached and participated in both the qualitative and the quantitative surveys. The research provides first-hand knowledge for coaches who are interested in applying personality psychological theory and psychological assessment in their coaching practice. An application that can help them make informed decisions about the type of coaching or "coaching style" that should be applied in relation to achieving a fruitful coaching relationship and an optimal effectiveness of coaching. There are relatively few mixed method studies with the use of psychological assessment in relation to which type of coaching or "coaching style" should be used most fruitfully, and the study is therefore of great interest.

Finally, this issue of the journal contains articles and interviews with a number of approaches and perspectives on another vital field of research, namely research into the importance of the coaching relationship. Several researchers have raised the question of whether the coaching relationship is one of the "most important active ingredients in therapy and coaching psychology?" (O'Broin, 2019; Spaten, 2020). Through articles and interviews in this volume (Palmer, 2020; Henderson, 2020; Gyllensten, 2020), a brief introduction to the field of research is presented, followed by a timeline for research within the coaching relationship.

Articles and interviews also discuss different definitions of the field of research. In conclusion, it is jagged that the coaching relationship is an important ingredient in relation to the effectiveness and outcome of coaching. However, the complexity of coaching relationships means that a new synthesis of theoretical ideas should be sought and that further research must be conducted.

We wish the readers of this issue a happy new year and a good read

Ole Michael Spaten, Editor-in-chief

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