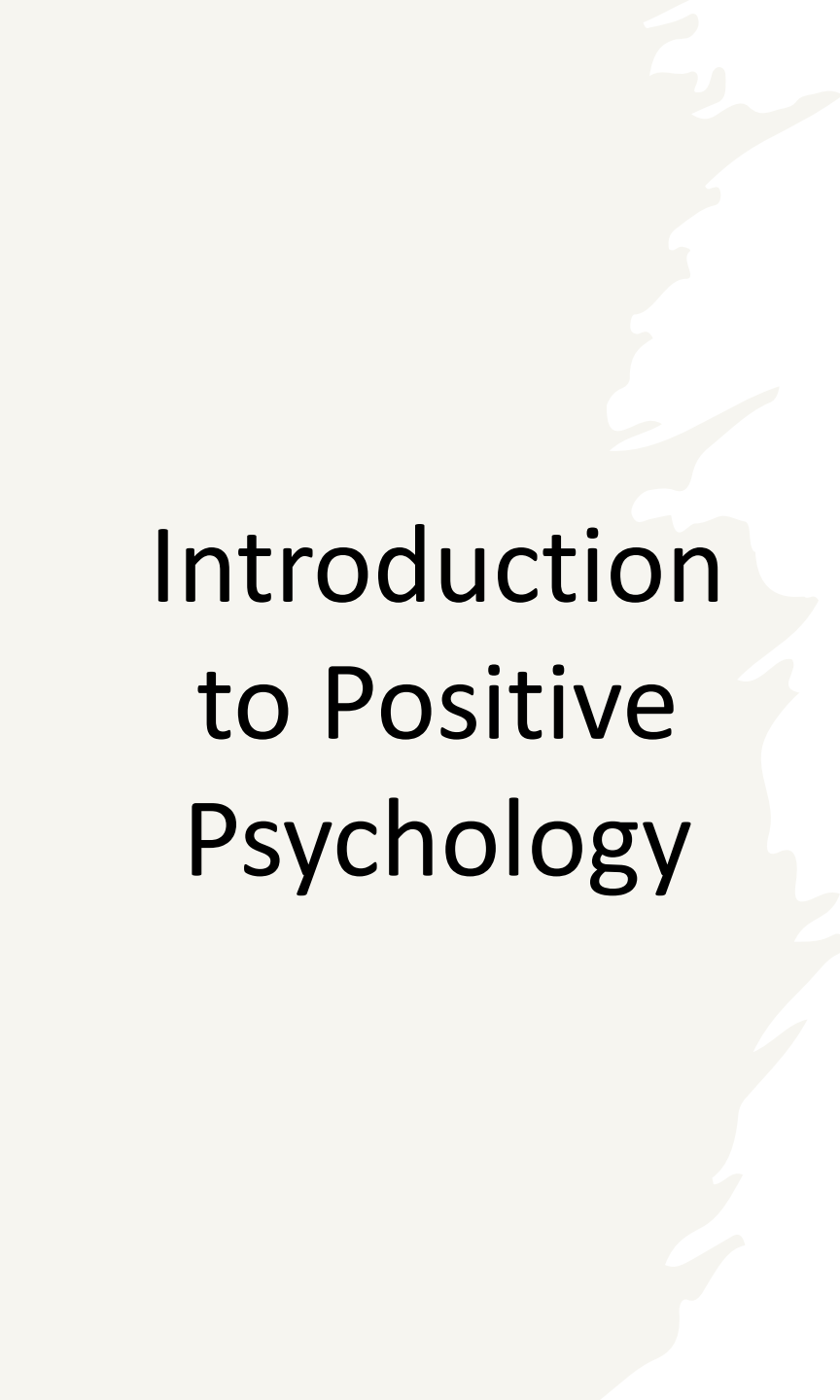


GROW & PERMA Models in Coaching Psychology

ECAS7012:
Introduction to
Positive Psychology
and Coaching
Psychology



Introduction to Positive Psychology

Focus on Human Flourishing

Positive Psychology studies strengths, virtues, and factors that contribute to optimal functioning and wellbeing.

Evidence-Based Interventions

Uses empirical research to validate interventions like gratitude journaling and mindfulness that improve happiness and resilience.

Interdisciplinary Perspectives

Integrates behavioural economics, neuroscience, and education to provide a broad view on wellbeing.

Applications in Modern Contexts

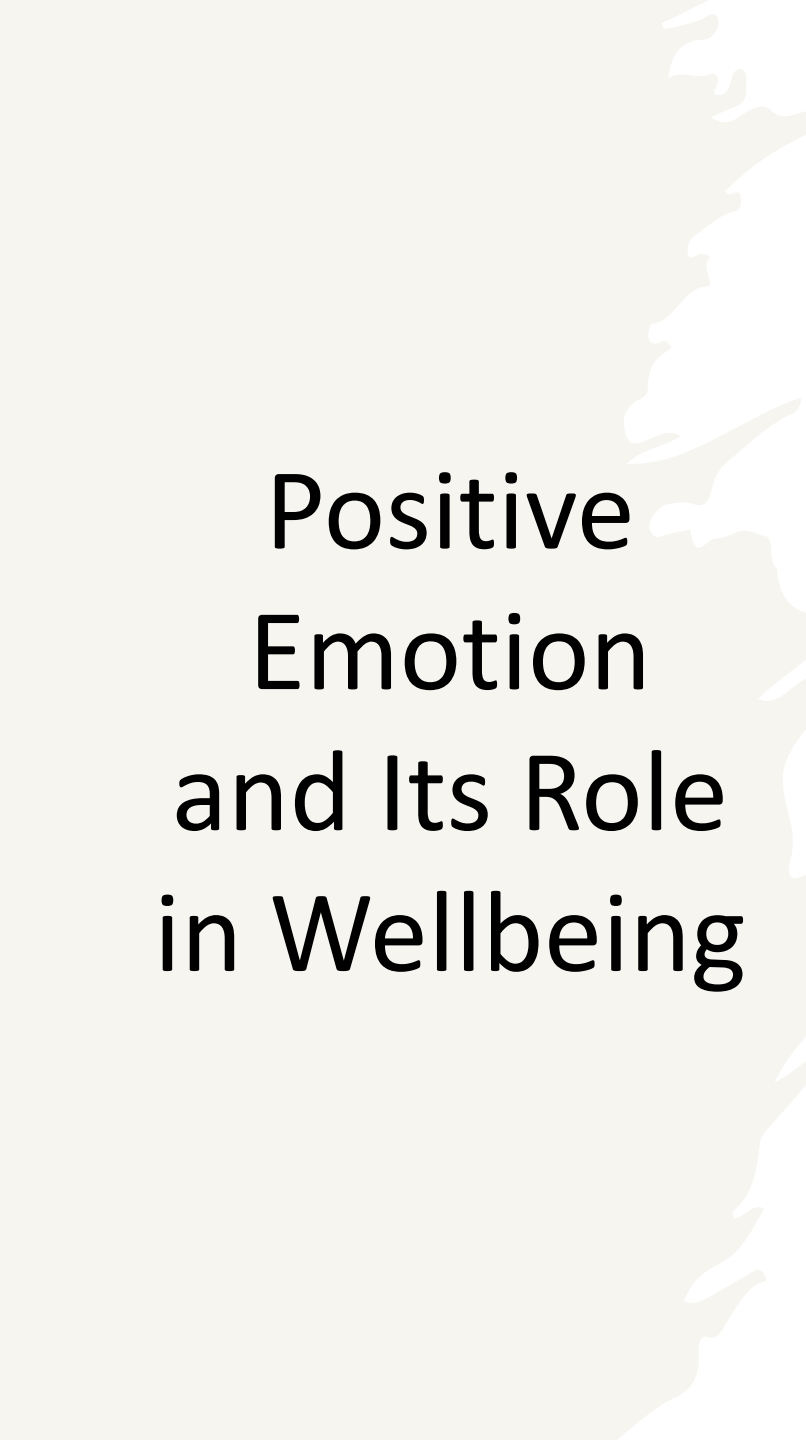
Applied in leadership, coaching, and mental health to enhance quality of life and human potential.

The PERMA Model: Overview

- Framework for multidimensional wellbeing (Seligman, 2011)
 - Pillars: Positive Emotion, Engagement, Relationships, Meaning, Accomplishment
 - Operationalised via PERMA-Profiler; informs coaching outcomes

Overview of PERMA Components

COMPONENT	DESCRIPTION	EXAMPLE INTERVENTIONS
Positive Emotion	Experiencing joy, gratitude, optimism	Gratitude journaling, savoring exercises
Engagement	Deep involvement and flow in activities	Strengths-based tasks, mindfulness
Relationships	Building supportive social connections	Active-constructive responding, empathy training
Meaning	Purpose and belonging to larger goals	Values clarification, narrative coaching
Accomplishment	Achievement and mastery	Goal setting, deliberate practice



Positive Emotion and Its Role in Wellbeing

Role in Wellbeing

Positive emotions enhance psychological resilience and contribute to long-term mental health and happiness.

Broaden-and-Build Theory

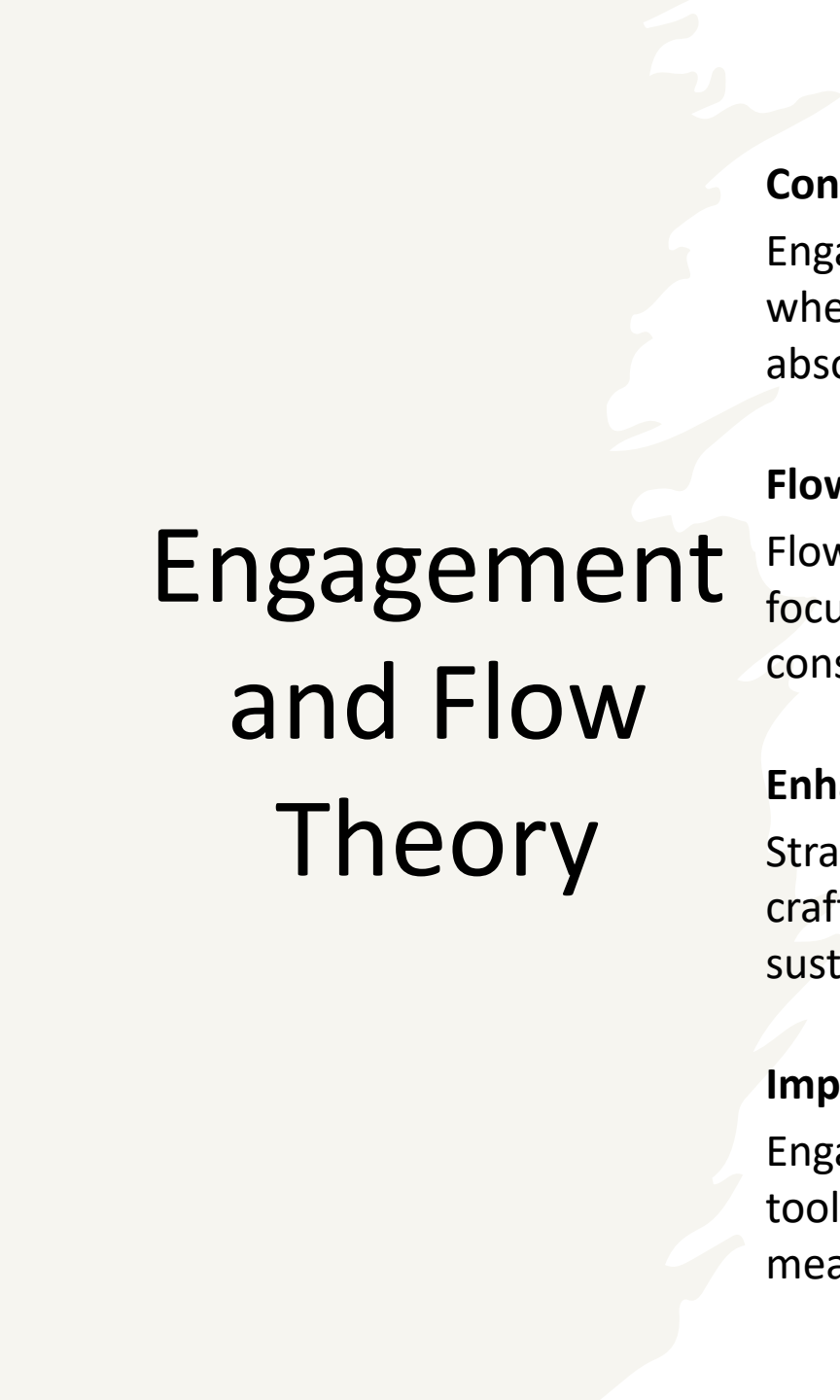
Positive emotions expand cognitive and behavioural abilities, helping build lasting personal resources like social support.

Interventions to Cultivate Positivity

Practices like gratitude journaling and optimism exercises improve life satisfaction and reduce depressive symptoms.

Organisational Application

Promoting positive emotions in workplaces boosts engagement, creativity, and collaboration through recognition programs.



Engagement and Flow Theory

Concept of Engagement

Engagement is a deep psychological connection where skills meet challenges, leading to full absorption in activities.

Flow Theory Characteristics

Flow is a state of optimal experience with intense focus, intrinsic motivation, and loss of self-consciousness.

Enhancing Engagement

Strategies like strengths identification, job crafting, and mindfulness practices promote sustained attention and engagement.

Impact and Measurement

Engagement improves wellbeing and productivity; tools like Utrecht Work Engagement Scale measure engagement levels effectively.



Relationships and Social Wellbeing

Social Connections and Wellbeing

Strong relationships provide emotional support, trust, and belonging, essential for resilience and life satisfaction.

Positive Psychology Techniques

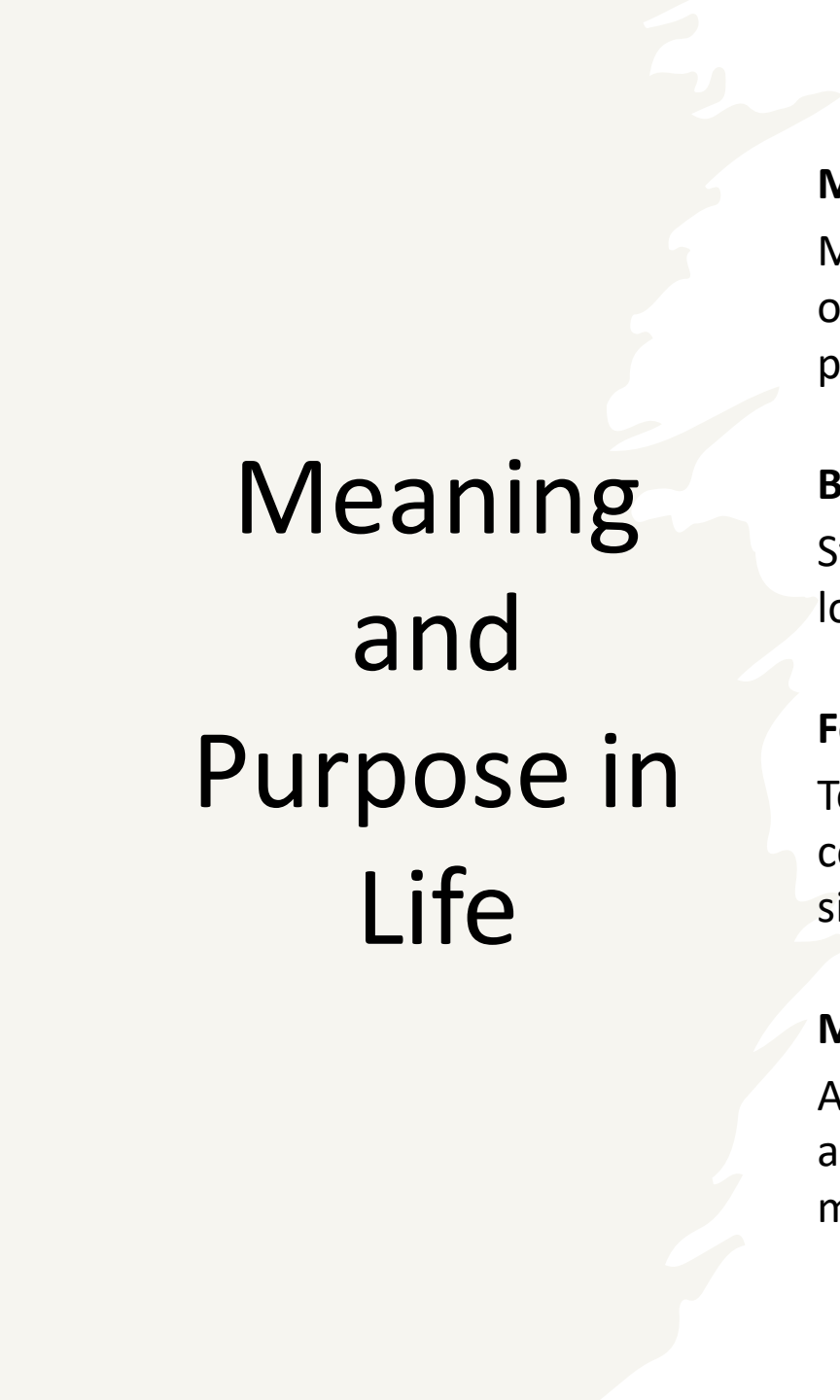
Practices like active-constructive responding and empathy training enhance understanding and compassion in relationships.

Organisational and Cultural Impact

Psychological safety and collaboration improve team performance; cultural norms shape relationship-building globally.

Digital Influence and Interventions

Digital technologies impact relationships; group gratitude and peer support programs strengthen social bonds.



Meaning and Purpose in Life

Meaning in PERMA Model

Meaning is the fourth pillar of PERMA, focusing on life's purpose and significance aligned with personal values.

Benefits of Meaning

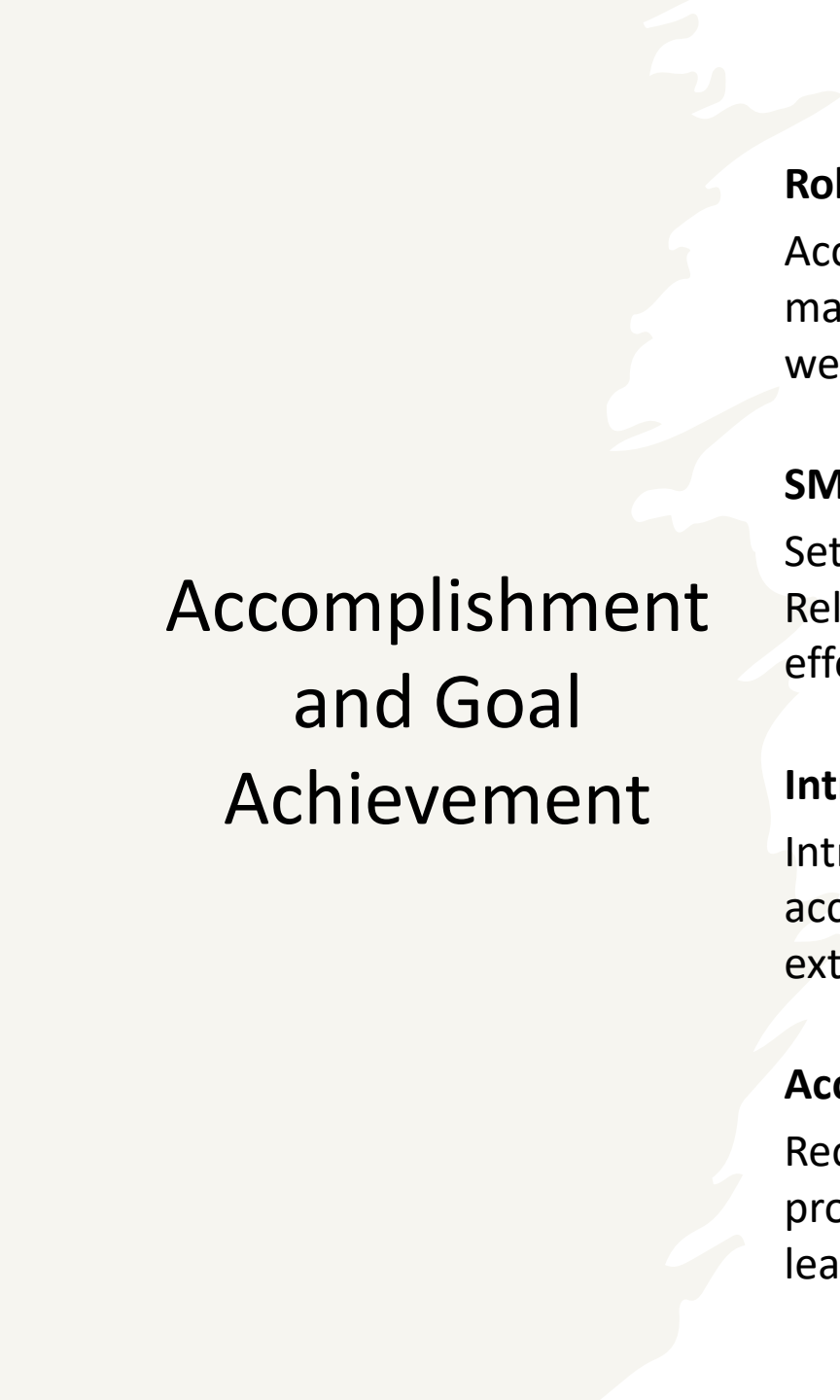
Strong meaning leads to greater resilience, lower depression, and improved overall health.

Fostering Meaning Techniques

Techniques like values clarification, narrative coaching, and purpose crafting help articulate significant life goals.

Meaning in Education and Work

Aligning roles with values boosts engagement and purpose-driven learning enhances motivation and achievement.



Accomplishment and Goal Achievement

Role of Accomplishment in PERMA

Accomplishment fosters competence and mastery, enhancing self-efficacy and overall wellbeing.

SMART Goals Framework

Setting Specific, Measurable, Achievable, Relevant, and Time-bound goals structures effective progress.

Intrinsic Motivation and Sustainable Success

Intrinsic motivation leads to lasting accomplishment and satisfaction beyond external rewards.

Accomplishment in Organizations and Education

Recognition programs and mastery feedback promote healthy achievement cultures and learning.

Reflections on PERMA model



SUSAN FOLKMAN: POSITIVE EMOTIONS AND COPING

UNDERSTANDING RESILIENCE THROUGH
EMOTIONS AND STRESS MANAGEMENT



HISTORICAL BACKGROUND AND SUSAN FOLKMAN'S CONTRIBUTIONS

Transactional Model of Stress

Folkman and Lazarus developed a model viewing stress as a dynamic interaction involving cognitive appraisal and coping strategies.

Stress as a Transaction

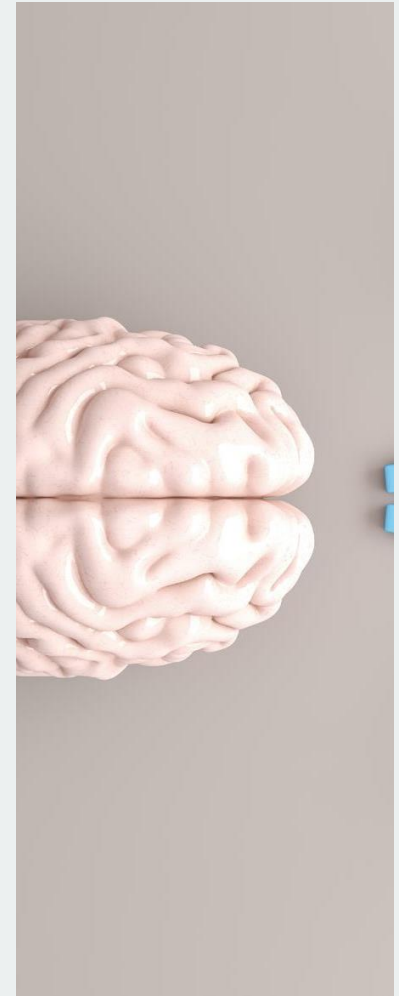
Stress is a transaction between individual and environment, mediated by appraisal rather than just external events.

Emotional Complexity in Coping

Folkman revealed that positive emotions can coexist with negative ones during stress, aiding resilience and adaptation.

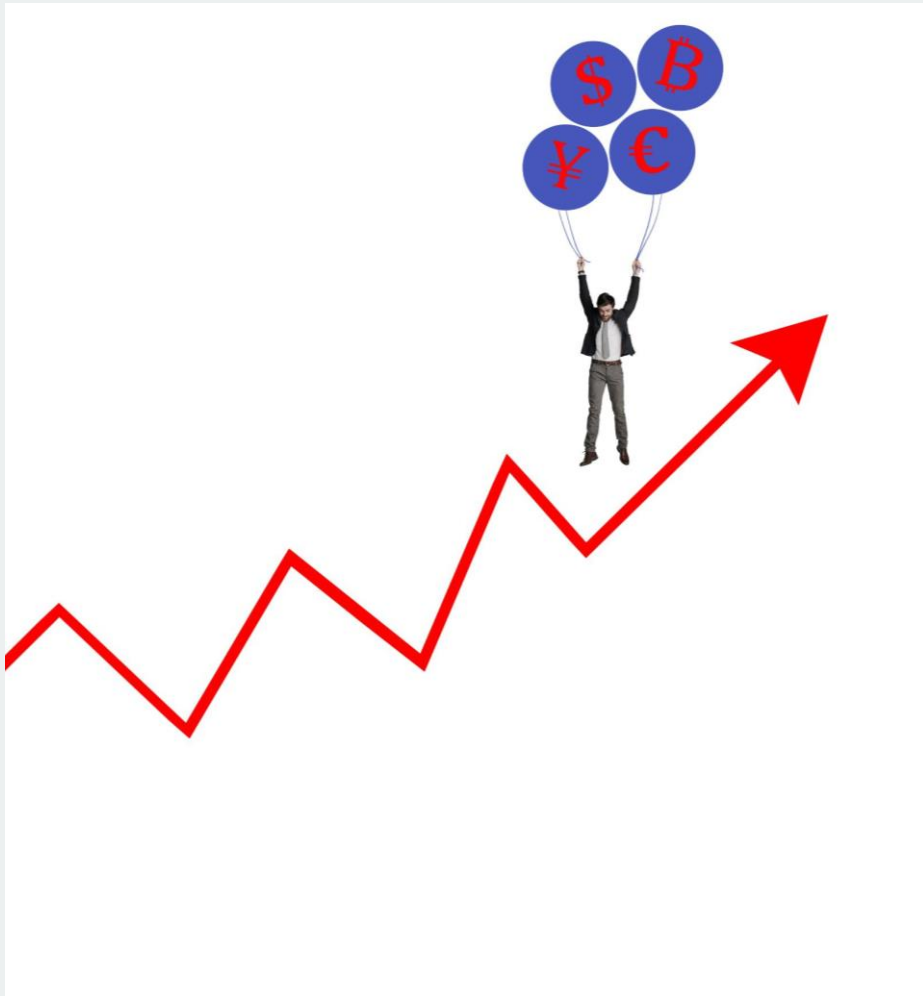
Impact on Health Psychology

Her research influenced clinical interventions and resilience studies by integrating emotional complexity into coping theory.



TRANSACTIONAL MODEL AND COPING STRATEGIES





CORE COMPONENTS OF THE TRANSACTIONAL MODEL

Stress Appraisal Processes

Primary appraisal evaluates if an event is a threat, challenge, or harm, while secondary appraisal assesses coping resources.

Coping Strategies

Coping includes problem-focused actions to change stressors and emotion-focused methods to manage emotional responses.

Dynamic Coping Process

Coping is an ongoing process adapting over time, shifting according to changing circumstances and challenges.

ROLE OF POSITIVE EMOTIONS IN STRESS ADAPTATION

Positive Emotions and Stress

Positive emotions like hope and joy coexist with distress and aid adaptive coping under stress.

Meaning-Focused Coping

Meaning-focused coping reshapes adversity by benefit finding and positive reappraisal to maintain well-being.

Broaden-and-Build Theory (Fredrickson, 2001)

Positive emotions expand thinking and build lasting psychological and behavioral resources.

Empirical Evidence

Studies show positive affect reduces depression and improves quality of life in chronic illness.





RESEARCH FINDINGS AND CLINICAL IMPLICATIONS

Adaptive Role of Positive Emotions

Positive emotions enhance psychological adjustment and buffer against the negative effects of chronic stress.

Meaning-Focused Coping Strategies

Meaning-focused coping shifts attention from uncontrollable stressors to finding purpose and benefits in adversity.

Clinical Applications

Interventions like cognitive reappraisal and gratitude exercises promote coping flexibility and mental health resilience.

KEY READINGS ON FOLKMAN'S WORK

AUTHOR(S)	YEAR	TITLE	SOURCE
Lazarus & Folkman	1984	Stress, Appraisal, and Coping	Springer
Folkman	1997	Positive psychological states and coping with severe stress	Social Science & Medicine
Folkman	2008	The case for positive emotions in the stress process	Anxiety, Stress & Coping
Moskowitz et al.	2009	Coping and mood during AIDS-related caregiving	Health Psychology
Fredrickson	2001	The role of positive emotions in positive psychology	American Psychologist

The PERMA-Profiler

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The GROW Model: a four stage coaching framework

Whitmore (2019)

The GROW Model: Overview

Whitmore, J.
(2019) **Coaching for Performance**. London,
Brealey.

- Structured problem-solving & goal attainment framework (Whitmore, 1992/2002)
 - Rooted in goal theory, CBT/Socratic questioning (Grant, 2011; Stober & Grant, 2006)
 - Widely used across executive, health, and academic coaching

G = Goal

- Define values-aligned outcomes (superordinate vs proximal)
 - Use SMART+ (specific, meaningful, approach-focused, risk-assessed, time-bound)
 - Check autonomy & internalisation (Self-Determination Theory)

Goal Questions...

- *What do you want?*
- *Over what time frame?*
- *Where would you like to be on a scale of 1–10?*
- *Imagine you have achieved it:*
 - *What does it look like?*
 - *How do you feel?*
 - *What are people saying to you?*
 - *What are the benefits?*
- *What do you want to achieve in five years/one year/three months?*
- *How could you say your goal in a few words?*
- *Which part of that is the real focus?*
- *How will you know when you have achieved it?*
- *In an ideal world, what do you really want?*
- [The GROW model Coaching Framework | Culture at Work](#)

R = Reality

- Map current context: capacities, constraints, stakeholders
 - Use brief assessment (strengths, PERMA-Profiler baseline)
 - Surface assumptions; clarify controllables vs constraints

Reality Questions

- *What is happening at the moment?*
- *How important is this to you?*
- *If an ideal situation is 10, what number are you at now?*
- *What impact is this having on you/how do you feel?*
- *What have you done so far?*
- *Who else is affected?*
- *What are you doing that's working towards your goal?*
- *What are you doing that is getting in the way of your goal?*
- [The GROW model Coaching Framework | Culture at Work](#)

O = Options

- Generate divergent strategies; then converge
 - Techniques: brainstorming, solution-focused reframing, WOOP, implementation intentions
 - Evaluate effort-impact, risks, and supports

Option Questions

- *What are your options?*
- *What could you do?*
- *What else?*
- *If there were anything else, what would it be?*
- *What has worked in the past?*
- *What steps could you take?*
- *Who could help you with this?*
- *Where could you find out the information?*
- *What might someone else do in your shoes?*
- *Imagine you have achieved your goal; look back on the journey and tell me you got here.*
- [The GROW model Coaching Framework | Culture at Work](#)

W = Will / Way Forward

- Translate into commitments & minimum viable steps
 - If-Then plans, accountability structures, review cadence
 - Anticipate barriers; plan coping responses

Will Questions

- *What will you do about that?*
- *How will you do that?*
- *When?*
- *What will it take for you to commit to that action?*
- *What could you do to become more committed?*
- *Could you do more?*
- *How many?*
- *How much?*
- *How often?*
- *Where will you find that?*
- *Who will you talk to?*
- *What else you could you do?*

Evidence Base for Coaching & Wellbeing

- Coaching: small-to-moderate effects on performance, coping, wellbeing
 - Positive psychology interventions: small-to-moderate wellbeing gains
 - Mechanisms: self-regulation, PsyCap, strengths use

Integrating GROW with PERMA Targets

- Map GROW goals to PERMA outcomes and metrics
 - Reality: PERMA-Profiler baseline; strengths/risks
 - Options: interventions per pillar (gratitude, strengths use, ACR, purpose, deliberate practice)
 - Will: implementation intentions + accountability dashboard

Critiques & Limitations

- PERMA completeness & cultural validity
 - Evidence heterogeneity, possible publication bias
 - Ethics: boundaries, systemic consequences beyond the client

Evidence Base and Practical Integration

Evidence of Positive Psychology

PPIs like gratitude exercises and mindfulness yield modest improvements in wellbeing across diverse groups.

Integration with Coaching Models

PERMA framework integrates with coaching models such as GROW for goal setting and wellbeing alignment.

Organizational and Educational Use

Embedding Positive Psychology in leadership and education improves engagement, motivation, and performance.

Challenges and Ethics

Cultural adaptability and ethical considerations like confidentiality are crucial in intervention implementation.

Critiques and Limitations of PERMA

Model Completeness

PERMA lacks physical health component, leading to extensions like PERMA-H to improve completeness.

Cultural Variability

Meaning and accomplishment differ across cultures, challenging universal application of PERMA.

Measurement Challenges

Validity and reliability debates surround PERMA-Profiler measurement tools.

Ethical and Practical Concerns

Risks include toxic positivity, misuse in organizations, and publication bias in research.

Assessment Tools and Ethical Considerations

Key Assessment Tools

Tools like the PERMA-Profiler and VIA Strengths Inventory measure wellbeing and character strengths effectively.

Ethical Assessment Practices

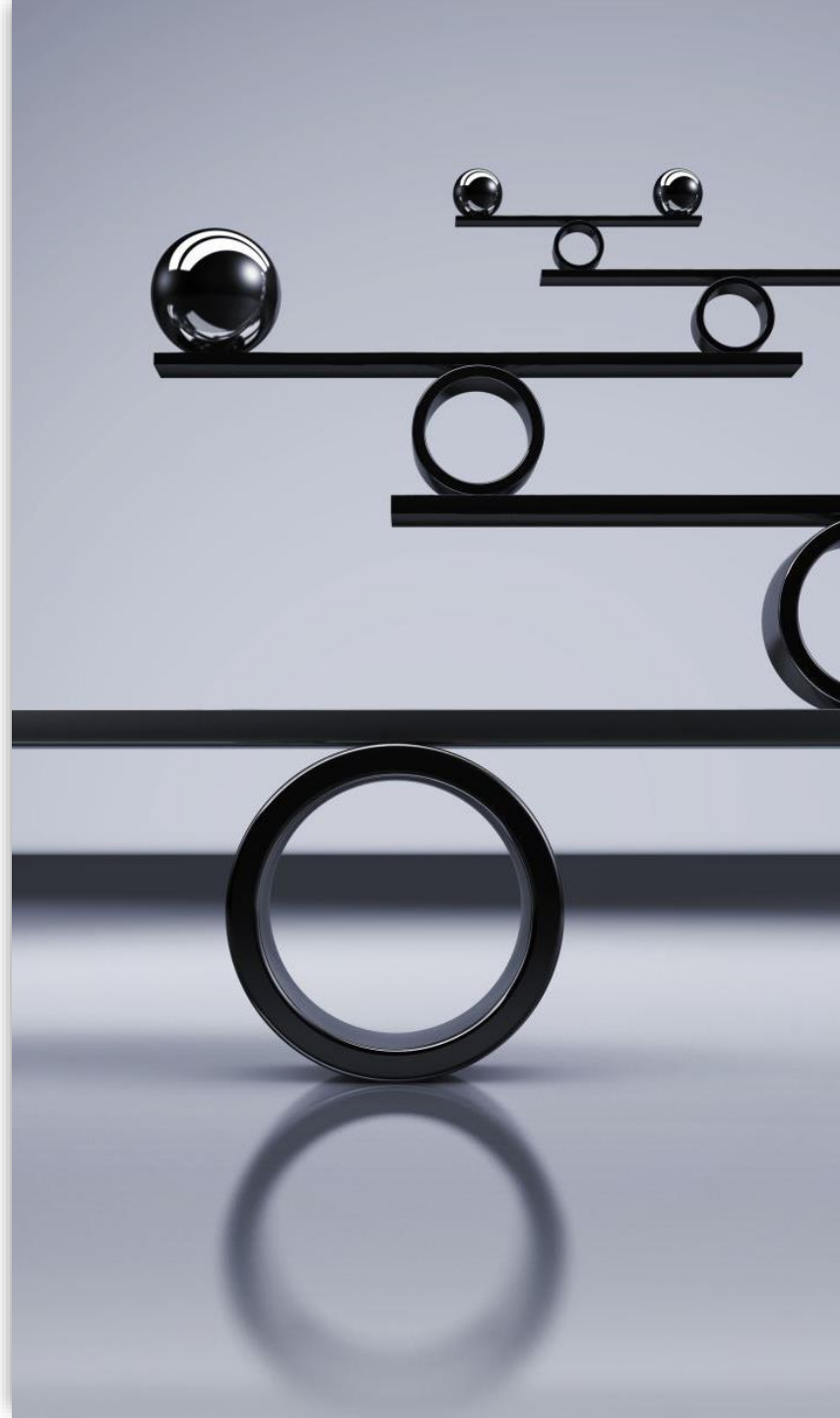
Ethics include informed consent, confidentiality, and responsible data use to respect client wellbeing.

Mixed-Methods Approach

Combining quantitative scales with qualitative interviews enhances validity and understanding of experiences.

Cultural Sensitivity and Reassessment

Cultural sensitivity and regular reassessment ensure accurate interpretation and effective intervention adjustments.



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Preparation for next week

- Find a couple of empirical articles on PERMA or the role of positive emotions in the coping process and informally present a brief overview of what you learned from these articles.
- Reflect on the role of positive emotions in your own life.