



**10th Annual Conference**  
6th - 8th May 2010  
Robinson Executive Centre Wyboston MK44 3AL  
[www.theabp.org.uk](http://www.theabp.org.uk)



# Stories from Positive Psychology Coaching From Academia to Application

Lucy Ryan  
Positive Insights

# From Academia...

- 11 years
- 1.5 million papers
- 3,794 books
- Leading academics, scientists, psychologists, researchers
- Undergraduate, Masters and PhD courses



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# Why the interest?

- What is right?
- What is working?
- How can we learn from what worked before?
- Am I being the best I can be?



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# Yet...

- Happiness
- Gratitude
- Positive Emotions
- Resilience
- Strengths
- Goal theory
- Motivation
- Purpose
- Values
- Self determination
- Choice
- Positive health
- Creativity
- Ageing



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# Making it real and relevant

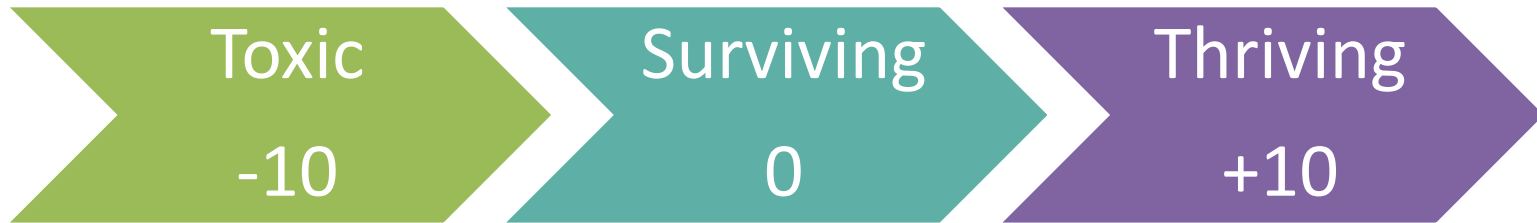
- Action Research Study 2008
- 102 coaching sessions documented
- And beyond to 2010...



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# Happiness and Business



**Conflict**  
**Stressed**  
**Blame culture**  
**Yes but...**  
**Draining**

**Supportive**  
**Resilient**  
**Optimistic**  
**Yes and...**  
**Energising**



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# Acknowledging the Negative

65% of clients in 'distress'

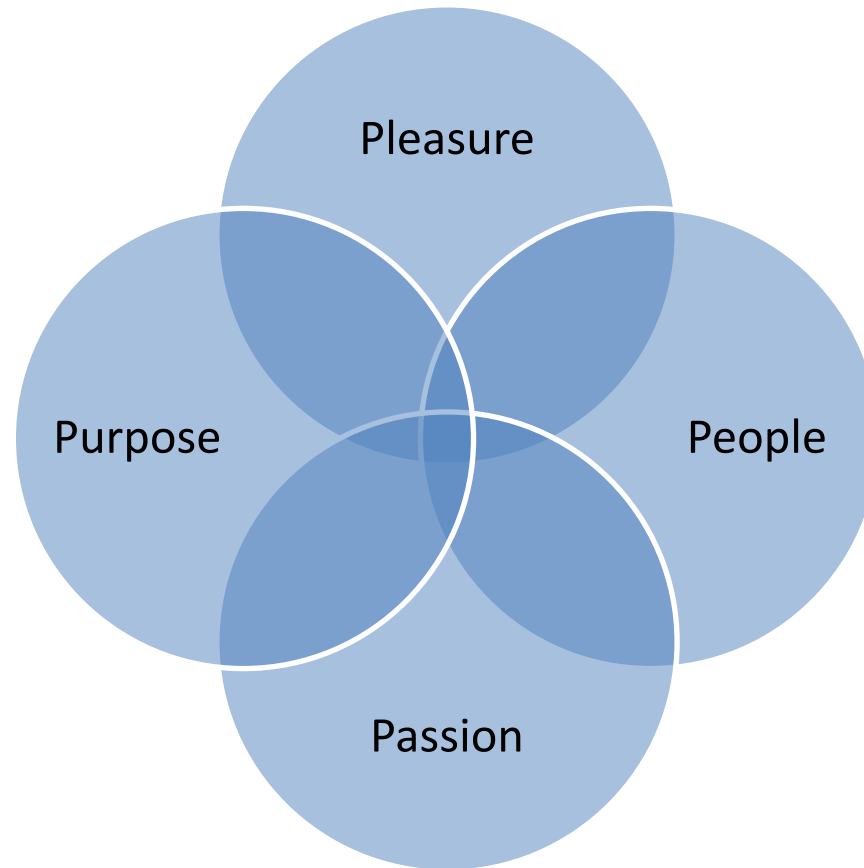
Disempowered  
Extreme stress  
Exhausted  
Confused  
Fed up



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# Understanding Happiness



# Developing Strengths

- We have become very adept at recognising and labelling 'what's wrong?'
- We are poor at recognising and labelling (and believing in) 'what's strong'
- KNOWLEDGE + USE = PRODUCTIVE STRENGTH DEVELOPMENT



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# What can it mean for clients?

Re-energise

Re-engage with job

Re-craft job role

Develop positive relationships

Personal confidence



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# Taking strengths seriously at work

- Higher levels of Engagement (self/work/manager)
- Virtuous Circles (unlocks positive energy ++)
- Positive Relationships
- Higher levels of performance



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# Positive Emotions and Teams

60 business teams, ranked by performance (P&L, customer satisfaction surveys & 360 reviews).

3 aspects of team conversations analysed:

- Positivity vs Negativity (P:N)
- Telling vs Asking (T:A)
- Other vs Self (O:S)

Team	P:N	T:A	O:S
High performing	5.8:1	1:1	1:1
Medium performing	1.8:1	3:2	2:3
Low performing	1:20	3:1	1:30

# Getting the ratios right

3:1 = Flourishing

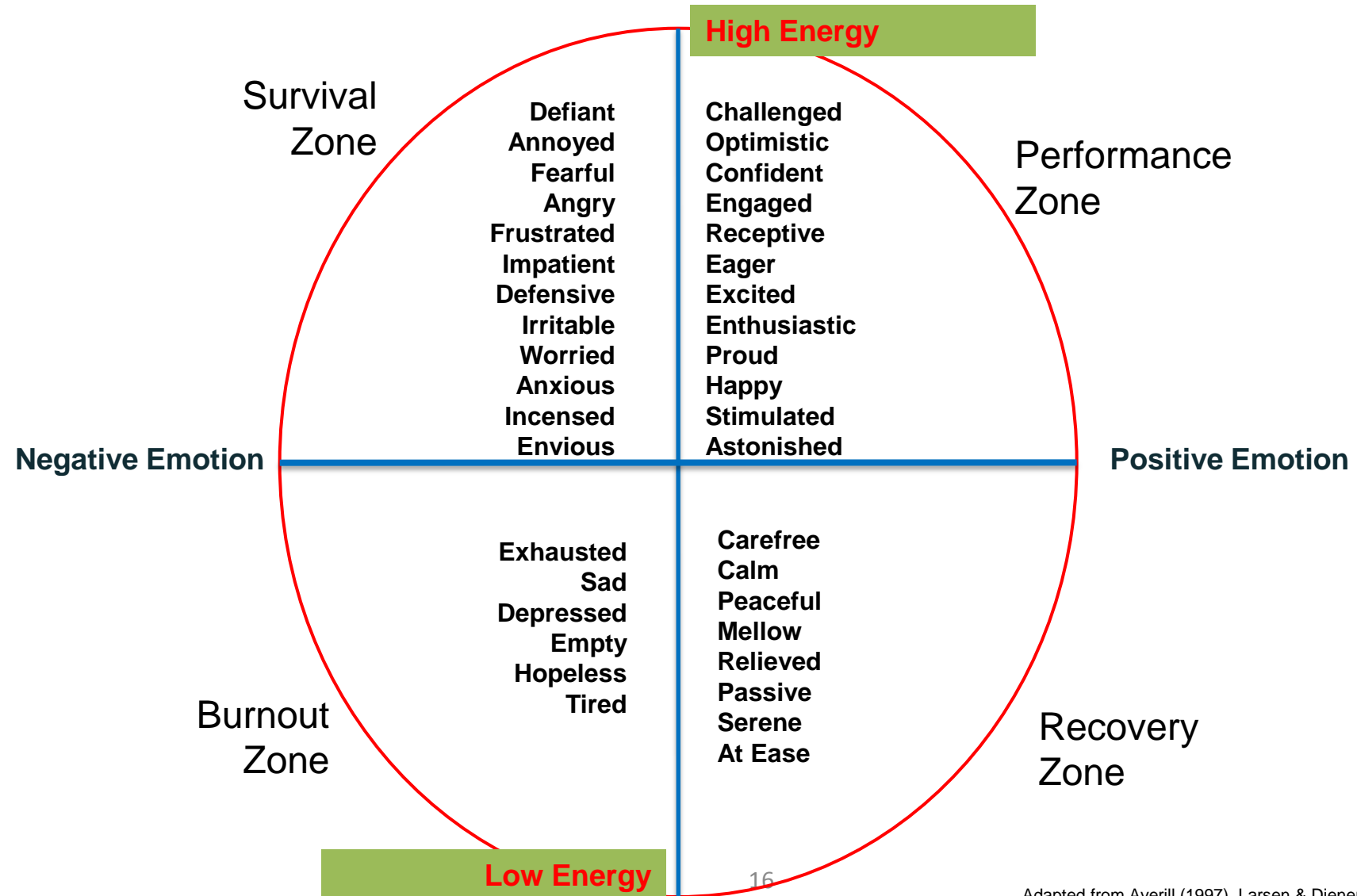
2:1 = Languishing



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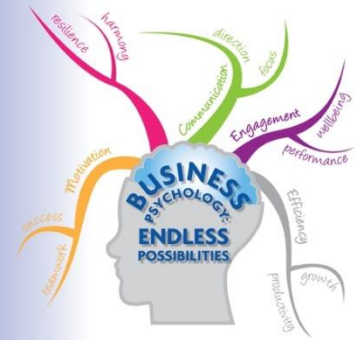


# The Energy Quadrants





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# Thank You!

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