Self-Coaching for High Performance and Sustained Wellbeing

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Time

Wellbeing

Productivity

Stress
Strategies for Self-Coaching

• Knowing yourself
• Fitness + Diet + Sleep
• EI + Mindfulness
• Scheduling + Habits
• Connectedness
Is coaching about working with the “non-clinical”? 

*Diagram: Distribution of Psychopathology in the General Population*

- **Counselling Population**
- **Clinical Population**
- **Psychiatric Population**
- **Coaching Population**

*Very High Psychopathology*  
*Very High Well-being*
“Road-map of Change”

1. Identify Issue
2. Set a Goal
3. Develop an Action Plan
4. Act
5. Change what’s not working
   - Do more of what works
6. Monitor (requires Self-Reflection)
7. Evaluate (associated with Insight)
8. Success
Cognitive myths

- We each have a ‘learning style’
- We are either ‘left-brain’ or ‘right-brain’
- We can’t improve our IQ because it’s fixed
- We can’t change our personality because it’s fixed
- We can be objective
- We can be unbiased
- We can multi-task
- We can be fully aware of …(anything)
Three Self-Coaching Tools

• Mindset - (Dweck - 2007, 2012)
• Grit - (Duckworth - 2016)
• Habits - (Guise 2013 + Duhigg 2014)
Mindset

**Fixed Mindset**

I’m either good at it, or I’m not.
When I’m frustrated, I give up.
I don’t like to be challenged.
When I fail, I’m no good.
Tell me I’m smart.
If you succeed, I feel threatened.
My abilities determine everything.

**Growth Mindset**

I can learn anything I want to.
When I’m frustrated, I persevere.
I want to challenge myself.
When I fail, I learn.
Tell me I try hard.
If you succeed, I’m inspired.
My effort and attitude determine everything.
Enhancing Growth Mindset

• Self-awareness - we are always a mix of both
• Mindfulness – attitude change
• EI - emotional regulation
• Habits - practice beats talent
• (Deliberate) practice makes perfect excellent

  – Supervision tip: praise the effort that leads to progress, not the person or the result
Grit

- Passion + perseverance → long term goals

High score on Grit scale predicts:

- Better GPAs at ‘Ivy League’ colleges than SAT scores
- Graduation at West Point (officer training) better than
  - SAT scores
  - Leadership Potential Score or
  - Physical Aptitude Exam

Enhancing your Grit score

• Self-awareness
  – Find your passion
  – Develop your ‘sisu’ (Fin - stoic determination)

• Habits

• Deliberate practice

• Journaling

• Fail – but don’t ruminate. Mistakes are the wise person’s education.
Wellbeing

- Diet, sleep and fitness
- Self-awareness (values + strengths)
- Mindfulness
- Stay connected
- EI
sleep

- Improving sleep habit is the best intervention for improving a person’s overall mental and physical health

Tang et al - Changes in Sleep Duration, Quality, and Medication Use Are Prospectively Associated With Health and Well-being: Analysis of the UK Household Longitudinal Study (2017) n=30,594; UK; >16; 2009-2014

https://academic.oup.com/sleep/article/2845958/Changes
It also reveals that moderate daily vegetable intake alone is linked to a lower incidence of psychological distress.
Meditation

• Zeidan et al (2010)

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Meditation

• Zeidan et al (2010)

After brief training in mindfulness meditation, compared to controls, the intervention group – ‘showed reduced fatigue, anxiety, and increased mindfulness (plus) significantly improved visuo-spatial processing, working memory, and executive functioning.’ (emphasis added)

Staying connected

• Longitudinal for 75 years
• N=724 adult males

‘The clearest message that we get from this 75-year study is this: Good relationships keep us happier and healthier. Period.’

‘It turns out that people who are more socially connected to family, to friends, to community, are happier, they’re physically healthier, and they live longer than people who are less well connected. And the experience of loneliness turns out to be toxic.’

https://www.ted.com/talks/robert_waldinger_what_makes_a_good_life_lessons_from_the_longest_study_on_happiness/transcript?language=en#t-650160
..your thoughts are like house guests; you can make room for them but don’t let them run the show.

Mewlana Jalaluddin Rumi (1207-1273)

You are not your mind

Eckhart Tolle (1948-)
Powerful questions for Self-coaching

1. What is the issue? Write it down (goal)

2. Ask a question that is solution-focused:
   Eg. What’s the one thing that would get me started in the direction of the solution?

3. Write it down (first achievement) and celebrate first success.

Self-coaching

4. Under-promise and Over-deliver (with baby steps)

5. If you stumble, pick up and start again, and again

6. Lighten up – talk to yourself - laugh at shortcomings - and aspire to improve.

7. Be flexible and ready to change your mind. - *The presenting issue may not be the real issue*

8. Be kind to yourself, and let success come to you.

http://www.martynemko.com/articles/co-coaching-quotill-coach-you-if-youll-coach-mequot_id1510
What makes a powerful question?

• It is simple and clear
• It is thought-provoking
• It generates energy
• It focuses inner inquiry
• It encourages reflection on quality responses
• It surfaces assumptions and clarifies meaning
• It opens new possibilities
• It improves self-awareness
Powerful questions for the Law Clinic Student

- Early (first meeting with student)
  - What sort of law do you want to do?
  - What sort of lawyer do you want to be?
  - What are your strengths?
  - What do you think you need to work on most?
  - What do you look forward to in doing this clinic?
  - What do you look forward to in being a lawyer?
Powerful questions for the Law Clinic Student

• Middle (after student-client interview)
  – How did your interview go with that client?
  – What is her main concern? And your concern?
  – How do you think she felt about the interview?
  – (Why do you think…) What informs your view on that? Or - What did you notice that helps you form that view?
  – What worked well?
  – What would you do differently if you had the same client again?
Powerful questions for the Law Clinic Student

• End (exit interview)
  – How have you developed professionally during your clinic experience?
  – What do you think was the most beneficial experience? What effect did that have on you?
  – Can you think of three ways you have changed since starting at the clinic?
  – If you could go back in time, what advice would you give yourself when starting at the clinic?
Good sites

- **Kaizen**  

- **Mindset**  
  [https://www.ted.com/talks/carol_dweck_the_power_of_believing_that_you_can_improve](https://www.ted.com/talks/carol_dweck_the_power_of_believing_that_you_can_improve) and  
  [https://www.farnamstreetblog.com/2015/03/carol-dweck-mindset/](https://www.farnamstreetblog.com/2015/03/carol-dweck-mindset/)

- **Grit**  
  [https://www.ted.com/talks/angela_lee_duckworth_grit_the_power_of_passion_and_perseverance](https://www.ted.com/talks/angela_lee_duckworth_grit_the_power_of_passion_and_perseverance)

- ‘Brain Training’ reduces Dementia risk  

- **Multi-tasking, memory & attention**  
  [https://www.sciencedaily.com/releases/2017/03/170313085830.htm](https://www.sciencedaily.com/releases/2017/03/170313085830.htm)

- **Multi-tasking and performance**  

- **Multitasking and depression**  
  [http://www.abc.net.au/science/articles/2013/02/28/3699578.htm](http://www.abc.net.au/science/articles/2013/02/28/3699578.htm)
Good sites

• Strategies for thought and action -

• Good habits -
  https://medium.com/personal-growth/48-tiny-habits-that-will-make-you-awesome-d8e3959840c8#.bo29lwv1u

• Planning fallacy -
  %20Us%20%20

• Depression might be useful -

• Vegies reduce stress -
  http://bmjopen.bmj.com/content/7/3/e014201

• Time billing sucks -

• A wandering mind is an unhappy one -
  https://www.scientificamerican.com/article/a-wandering-mind-is-an-up/
Good sites

- Self-awareness (VIA strengths) - http://www.viacharacter.org/www/
- Self-awareness (Grit scale) - https://adobe99u.files.wordpress.com/2011/10/12-item_grit_scale.05312011.pdf
- Self-coaching - https://zenhabits.net/archives/
- Legal Practice (USA) - https://tinyurl.com/lpywanv
- Strength Training for Health and Longevity https://www.youtube.com/watch?v=jeFdYy815pQ
Great books for Self-Coaching

- Peak – Ericsson & Pool
- The Power of Habit – Duhigg
- How to be an Imperfectionist – Guise
- Sapiens – Harari
- The Obstacle is the Way – Ryan
- Talent Is Overrated – Colvin
- The Antidote – Burkeman
- The Happiness Advantage – Achor
- Zen and the Art of Motorcycle Maintenance - Pirzig