

# Workshop 1

## Session's theme: Guidance and counseling

**Paper number:** 4

**Presenters:** Herman Van de Mosselaer, Ine Janssens, Elke Denoo

**Presenters' Organisation:** AP Hogeschool University College

**Session's chair:** To be announced later.

## Session title: Strength Based Coaching: Experiencing proven methods for strength based coaching

### Abstract:

We invested the past years in research and applications of strength based coaching methods. Seeing students as individuals with unique possibilities and strengths, helps us to coach them towards confident youngsters who are able to reflect upon themselves and guide themselves towards better results. Last year we started a project because we found it very important to coach first year students on their strengths.

The aim of this project is twofold

1. effect research of coaching methods
2. action research resulting in a practical guide

Half of the first year students who are following a study programme as Nutrition & Dietetics were coached in a strength based way (experimental group). The other students were treated as usually. The teachers of the experimental group received an in-depth training including Appreciative Inquiry (Cooperrider), Solution Focused Coaching (Berg), FeedForward (Goldsmith) and Growth Mindset (Dweck). While coaching, we started from discovering strengths and qualities. We tried to connect with their aspirations and dreams, and appreciated what was already present. We stimulated them and supported their learning.

The impact of coaching will be measured by comparing results of the pre and post-test. We expect that coaching leads to more autonomy, stronger relatedness between students (and their teacher), more excellent competencies and even better study results, due to more intrinsic motivation (all based on the self determination theory; Ryan & Deci; Vansteenkiste). Further, also the general well-being is expected to increase. As a final hypothesis, we also expect to observe personal growth for the teachers.

In this workshop we will introduce you to some of these methods and let you experience strength based coaching. In an interactive way we will demonstrate methods used in our project and hope that you will share your suggestions for improving it. Participants will be introduced to - and are expected to share - good practices.