



# Strength based coaching

EFYE 2013 - HELSINKI

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[www.plantijn.be](http://www.plantijn.be)

# Plantijn University College

- Antwerp, Belgium
- 5 DEPARTMENTS:
  - Applied sciences and education
  - Business management
  - Communication
  - Science and technics
  - Socio educational work



# Summary

## **PART ONE**

- 1. Mission
- 2. Goals of the project
- 3. Self determination theory
- 4. Action research
- 5. Coaches at Plantijn
- 6. Want more?

## **PART TWO**

- 7. And action...  
Experiencing Strength based coaching

# 1. Mission

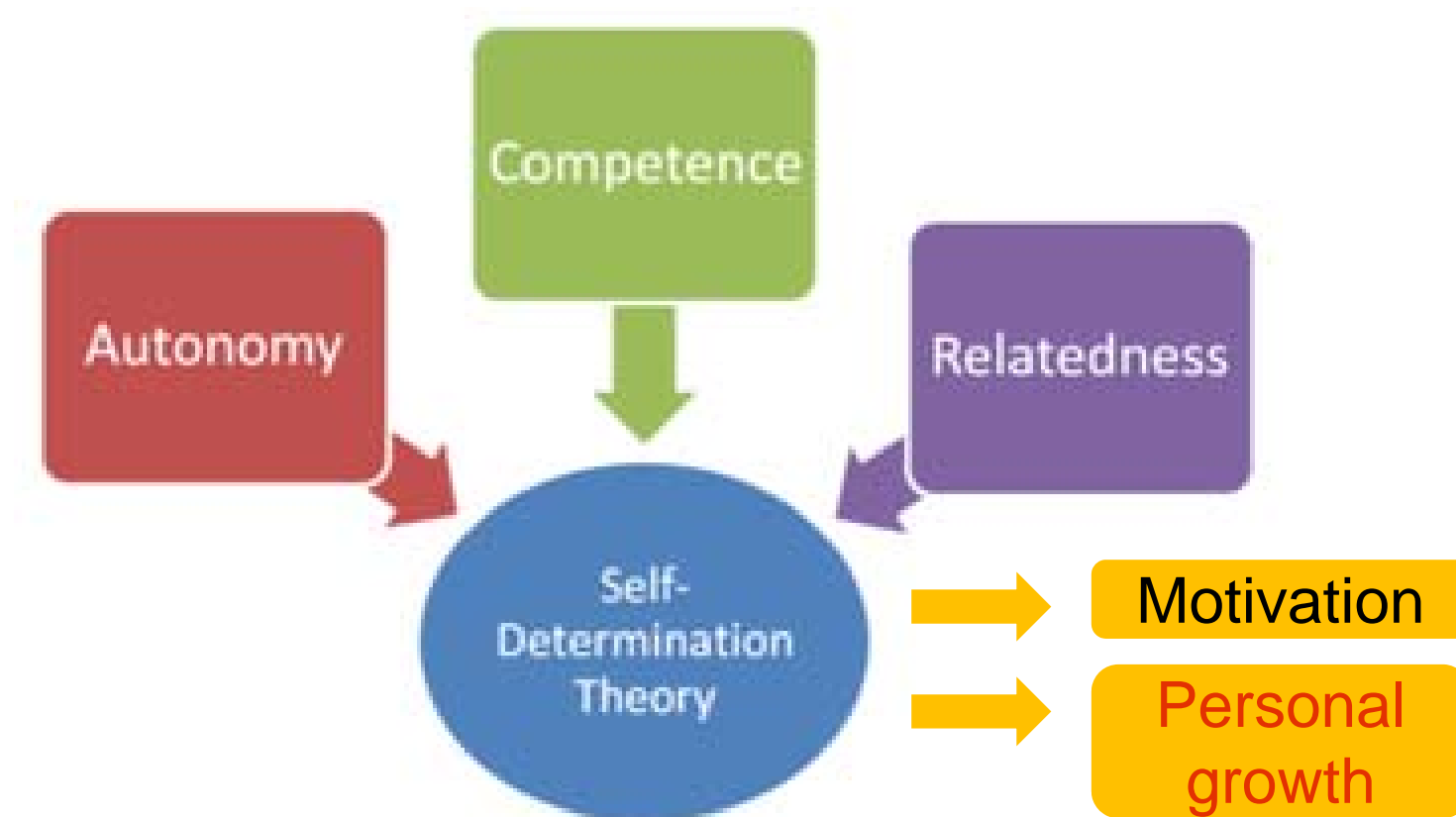
1. Explain clearly what you expect from students.
2. Give a compliment for EACH step that students take when moving in the right direction.
3. Let students participate when taking a decision.
4. Appreciate students' engagement.
6. Make use of what already exists when you want to solve a problem or want to reach a goal.
7. Choose for open communication. Name the good things first, but don't be blind for the difficulties. Assume that every student has a positive intention.
8. Stimulate self reflection and autonomy.
9. Every student deserves his own "moment de gloire".

## 2. Project goals

- 1. Stimulate strength based teaching/coaching
  - > Major goal: Students well-being ↗
  - > Minor goal: Study results ↗
- 2. Effect research
  - > Questionnaires, focusgroups, in-depth interviews, ...
- 3. Action research => Book: How to implement SBC?

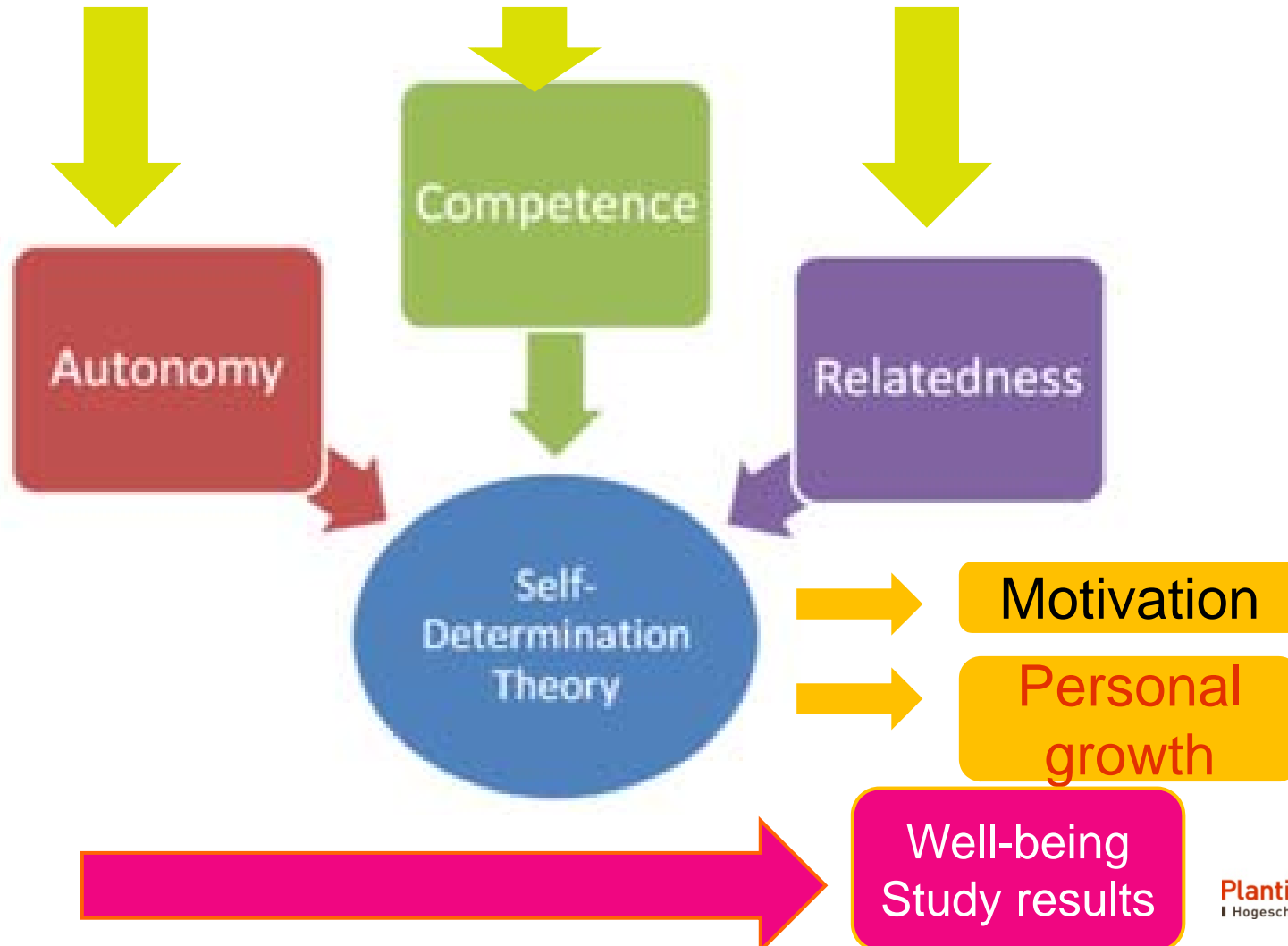
# 3. Self determination theory

(Ryan & Deci)



# Self determination theory

## Strength based coaching



# 4. Action research

## Growth mindset



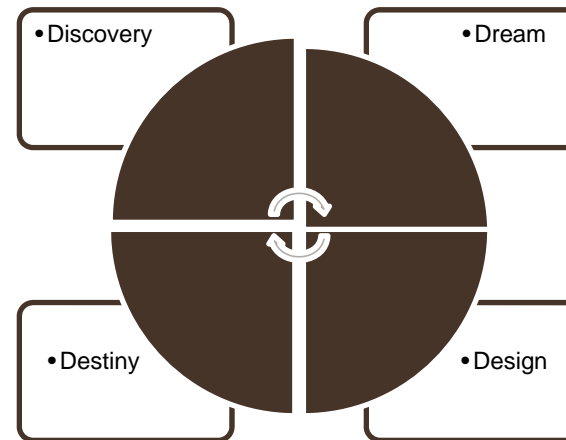
## Feedback & Feedforward



## Solution focus



## Appreciative inquiry

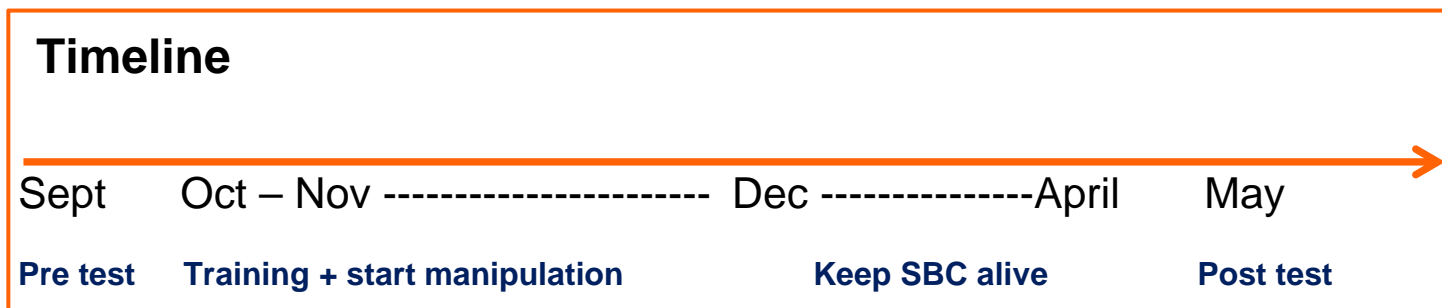




## 5. Coaches at Plantijn Nutrition & dietetics



- Experimental design
- **Teachers**: SBC during 1 year in several classes
- **Student coaches**: Individual coaching
- **Students**: Peermentoring (2nd to 1st year)



# 5. Coaches at Plantijn

## Socio educational work

First year students: peer coaching

Third year students: after school coaching in primary school



## 6. Want more?

Which mindset do you have?

> <http://mindsetonline.com>

Discover your own strengths @

> Clifton strengthsFinder ([www.strengthsfinder.com](http://www.strengthsfinder.com))

> Via character test ([www.viacharacter.org](http://www.viacharacter.org))

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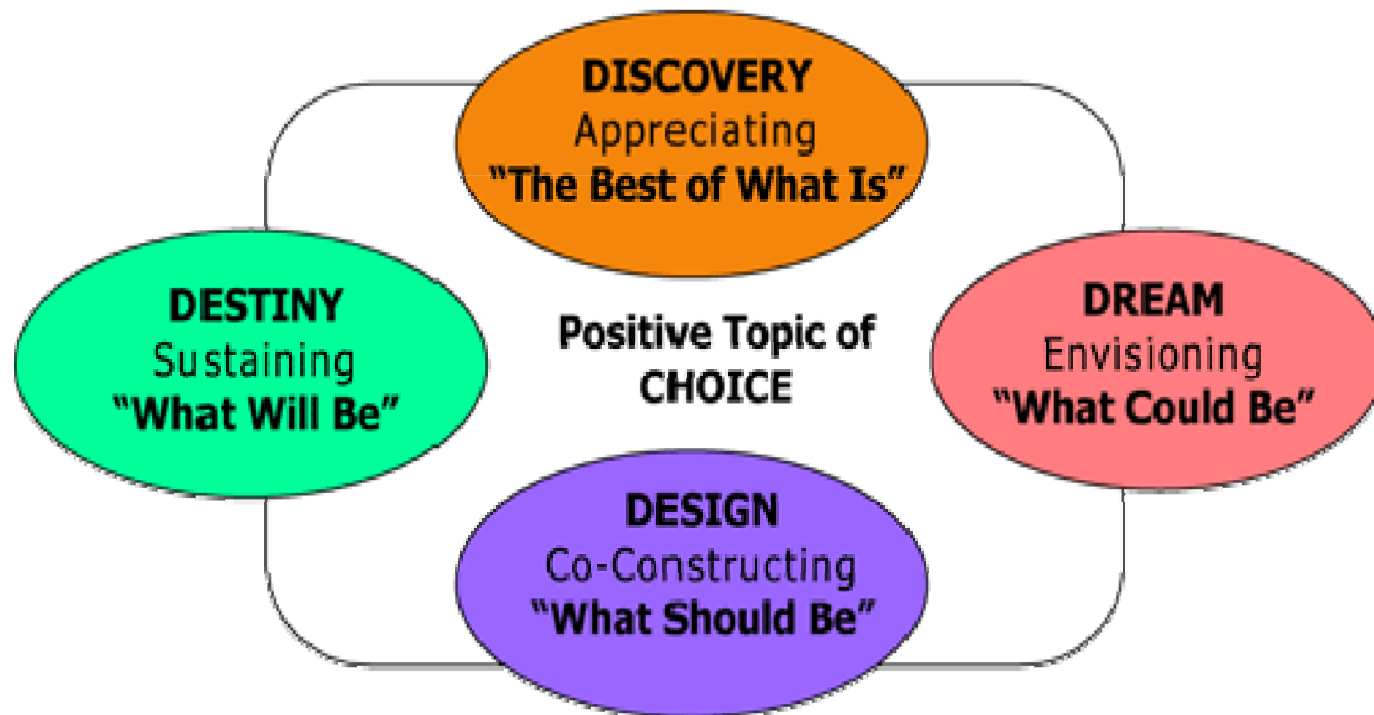
[Elke.Denoo@plantijn.be](mailto:Elke.Denoo@plantijn.be)



# 7. And now... action! Appreciative Inquiry



30 x 26,5cm



# Let's DISCOVER!



- Describe to your partner the last time you were proud of yourself.
- What made exactly that you were so proud?



# Let's DISCOVER!



- Write down on the badge what talent you discovered in your partner.
- Put the badge with this talent on your partners chest.



# We have a DREAM...



- What does the ideal coaching looks like?



# DESTINY



- How can you use your talent (that you were given by your partner) to aim towards that ideal coaching?
- Talk to your partner about it.

Destiny



# DESIGN



- What can be a **little step** towards our dream for better coaching?
- What can we do right now?



# One last exercise



- Take the envelope with your address, open it and give the card to your partner.
  - Everyone has a **dream** (personal or work related), talk to your partner about it.
- Partners note each others dream on one side of the card



- What **little step** towards that dream can you take right now/when you get home after this conference?
- Partners note each others little step(s) on another side of the card.



- Write down a nice compliment for your partner (make sure he or she can't read it!) on the back of the card and put the card in the envelope.
- If you want you can put the talent (see the badge!) of your partner on his or her envelope...



**Thank you for your attention!**





# Plantijn

■ Hogeschool

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Lid van de Associatie Universiteit  
& Hogescholen Antwerpen



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