

IDEA World 2022: Elevating Your Career Through Compassionate Coaching Practices

Friday, July 22nd 4:50pm - 5:50pm

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Let's discuss different mood states:

- 1) *Mental exhaustion*
- 2) *Anger*
- 3) *Sadness*

We all feel this way sometimes in our life and in fact its normal to have these feelings

Let's discuss how we can be helped through these mood states:

- 1) *A helping hand*
- 2) *Appropriate physical touch*
- 3) *Words of encouragement*

COMPASSION!

COMPASSION

1. Compassion comes from the Latin word "Compati" which means to "suffer with"
2. Conversion to old french and english is Compassion
3. In this conversion the definition is: being confronted with another's suffering feeling the need to help relieve it.

Everyone needs compassion! How can we provide compassionate coaching practices for people inside and outside of our industry?

Personality Development and a Whole Care Approach = A Wellness Guide to for Building Compassion

- A. Personality Development
 - a. Current personality development models focus on types, categories and inconsistent traits
 - b. Myers Briggs, Enneagram, etc.
 - c. Personality is Not Permanent or Type Based
 - d. Personality is Flexible on a Stable Continuum of Traits
 - e. Big Five Model of Personality Development - OCEAN
 - i. Openness, Conscientiousness, Extraversion, Agreeableness and Neuroticism
- B. Big Five, Research and How Relationships Can Build Compassion in Parenting, Friendship, Significant Others and Management
 - a. Agreeableness, Conscientiousness, Openness, Emotional Stability (low neuroticism)
 - b. Parents - facilitates more warmth and behavioral control
 - c. Friendship - formation and continuation of friendship

- d. Significant Others - better emotional commitment, trust, cooperation and consideration
 - e. Supervisors - positive association with work
 - f. Speaking of Job Performance - Meta-analysis of 92 studies indicated that agreeableness and conscientiousness are the best predictors of overall job performance success across jobs that involve service providers and customers
- C. Is Relationship Building a Skill You Can Develop? YES!
- a. Story of Lei Wang
- D. Whole Care Approach: The Wellness Wheel
- a. Spiritual Wellness - meaning and purpose
 - b. Physical Wellness - how you take care of your body
 - c. Social Wellness - interaction with others
 - d. Emotional Wellness - coping mechanisms for stressors of life
 - e. Environmental Wellness - care for the environment
 - f. Career Wellness - engaging in work that provides personal satisfaction
 - g. Intellectual Wellness - good mental health and intellectual growth
- E. Implementing The Wellness Guide for Compassion (OCEAN + Wellness Wheel)
- a. Spiritual Wellness - meaning and purpose
 - i. Openness to spiritual resources and activities of clients, etc.
 - ii. Seeing discussions about spirituality and how spirituality influences fitness activities and outcomes
 - iii. Conscious of spiritual practices of clients, family, friends, etc.
 - b. Physical Wellness - how you take care of your body
 - i. Open to different body types and weight stigma
 - ii. Conscious of marketing practices of various ethnicities, body types, economic status
 - iii. Seeking variety of physical activity experiences and establishing boundaries of consumption of physical activity
 - c. Social Wellness - interaction with others
 - i. Open to regular connection time with friends, family, clients (virtually and in person)
 - ii. Practice self-reflection and seeking to understand the social needs of yourself and others in your life

- d. Emotional Wellness - coping mechanisms for stressors of life
 - i. Seeking emotional stability through positive coping mechanisms for difficulties in life
 - ii. Conscious of fostering positive and meaningful relationships within and outside of your work in fitness
 - iii. Agreeable to communicating your mistakes and celebrating your victories

- e. Environmental Wellness - care for the environment
 - i. Open to more outdoor/nature based activities
 - ii. Seek knowledge from communities and groups focused on environmental care
 - iii. Be aware of types of equipment and settings you use with clients

- f. Career Wellness - engaging in work that provides personal satisfaction
 - i. Be conscious of how you conduct your business and project professionalism
 - ii. Open to different coaching options that may not have been your original or desire path in health and wellness
 - iii. Donate time and effort to various causes within health and wellness
 - iv. Engage in meaningful mentorship and connection with colleagues

- g. Intellectual Wellness - good mental health and intellectual growth
 - i. Open to seeking a variety of reliable/reproducible sources of fitness information
 - ii. Discernment about how you convey practices and principles to consumer and colleagues
 - iii. Conscious of intellectual bias that you might have
 - iv. Exhibit enthusiasm for intellectual collaboration with colleagues in discussions, seminars, etc.