

## **Coach's reflective practice in a Business Coaching Psychology Training**

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### **Abstract**

**Aims:** Explore the potential value of reflective practice in a Coaching Psychologists' training. To analyse the topics of reflection-on-action practice and investigate the learning and awareness processes of the Coaching Psychologists. This qualitative research stems from the need to collect behavioural evidence on the competence "Improving self-knowledge and Continuous Professional Development" according to the SCP Italy Competency Framework for Business Coaching Psychology. The desired outcome is to contribute to the evidence-based study of reflect-on-action capability, increasingly recognized as a "vital competence of skilled professional practice" (Kovacs & Corrie, 2017).

**Methods:** Almost all of the total attendees (7 out of 9) of the Coaching Psychologists' course (Rome, 2019), established a research team supported by an associate professor from the Department of Organizational Psychology (European University of Rome). The team chose to develop a qualitative research study on the reflective practice included in their course project work (Coaching pro-bono Programs).

At the end of each of the 6 sessions provided by the pro-bono Coaching Program, each attendee answered 6 reflection-on-action written open questions. 312 items have been collected, analysed and scheme of classification agreed. The items' classification and related concordance frequencies have been developed with the support of independent experts (method of Judges).

**Results:** The results describe the main topics of the Coach's reflection divided into 4 clusters: Coachee: awareness, insights, lessons learned; Coach: self-awareness, insights; Coaching relationship: building and developing the alliance; Use of techniques and models: process, time management, lessons learned.

**Conclusions:** This qualitative research offers an evidence-based approach contribution. The reflective practice in the training and professional activity of the Business Coaching Psychologist emerged as strategic capability. For future developments, the research team suggests to create specific research protocols in order to verify the added value of the reflective practice as a distinctive capability in coaching.

**Keywords:** coaching psychology, coaching psychology training, coach's self-efficacy reflection-on-action, reflective practice.