

## Personal development in a holistic approach to the Team Coaching

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### Abstract

**Aims:** To verify if and how the Team Coaching Program (TCP), developed through a holistic approach (Yossi, 2008, Stober, 2006), has an impact on the personal development and accelerates it.

**Project:** TCP consists of a mix of individual and team sessions:

- Administration of the Adjective Check List (Gough, Heilbrun & Fioravanti 1980)
- 2 individual sessions (one prior to and one after the team session with the delivery of the individual report)
- 4 team sessions
- 1 final session among coach, coachee and his manager

The assumption is that in TCP:

- The team allows the possibility to have a collective reflection which accelerates the development of the Self of the members.
- The being aware of their own emotions shared among peer optimizes the management of these.
- The being aware of dysfunctional patterns, their own and that of others, effectively orientates the behaviour of each member.

To give evidence of this, the ACL has also been administered at the end of TCP, to quantify the differences in some test's scales.

Furthermore, a qualitative content analysis of individual reports will be made. The hypothesis is that TCP accelerates the development of certain personality traits, promotes the management of the emotions, and activates aware and effective relationships.

**Methods:** Analysis of existing literature:

- Selection of a set of the ACL scales
- Administration of the ACL questionnaire before and after TCP to a sample of 30 middle managers
- Comparison between the 2 ACL administrations
- Content analysis of individual reports aimed at the operationalization of the efficacy variables of TCP
- Correlation between results of ACL and content analysis

**Results and Conclusions:** 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:* We will give evidence of changes in the selected ACL scales and their correlation with emerging data from content analysis of reports.

*Keywords:* coaching psychology, coaching psychology, team coaching, holistic approach.