



PSYO8963

Coaching and Positive Psychology

Session 1, In person-scheduled-intensive, North Ryde 2024

School of Psychological Sciences

Contents

<u>General Information</u>	2
<u>Learning Outcomes</u>	2
<u>General Assessment Information</u>	3
<u>Assessment Tasks</u>	4
<u>Delivery and Resources</u>	5
<u>Unit Schedule</u>	6
<u>Policies and Procedures</u>	6

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General Information

Unit convenor and teaching staff

Unit co-ordinator

Monique Crane

monique.crane@mq.edu.au

Contact via email

Australian Hearing Hub, 16 University Avenue, Level 2, South Wing, rm 2.659

By appointment

Narelle Hess

narelle.hess@mq.edu.au

By appointment

Credit points

10

Prerequisites

Admission to MClInPsych or MOrgPsych or MProfPsych

Corequisites

Co-badged status

Unit description

This unit introduces you to the key theories and research underpinning coaching and positive psychology. It differentiates coaching from counselling, therapy and mentoring. The topics covered include the basics of motivational interviewing, the developmental pipeline, coaching micro-skills, ethical issues as they relate to coaching, the use of positive psychology in coaching, and coaching throughout the career span.

Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at <https://www.mq.edu.au/study/calendar-of-dates>

Learning Outcomes

On successful completion of this unit, you will be able to:

ULO1: Employ professional communication skills, in a culturally responsive manner (Capability 3: Engaged Global Citizen).

ULO2: Apply advanced psychological knowledge of individual and organisational

performance to their practice in organisational psychology (Capability 2: Psychologist Practitioner)

ULO3: Apply advanced psychological knowledge of career and performance counselling and coaching to their practice in organisational psychology (Capability 2: Psychologist Practitioner)

ULO4: Apply advanced psychological knowledge to culturally responsive interventions in the area of organisational psychology, including the selection, design and implementation of psychological or structural coaching interventions appropriate for the organisation or individual (Capability 2: Psychologist Practitioner)

General Assessment Information

Grade descriptors and other information concerning grading are contained in the [Macquarie University Assessment Policy](#).

All final grades are determined by a grading committee, in accordance with the Macquarie University Assessment Policy, and are not the sole responsibility of the Unit Convenor.

Students will be awarded a final grade and a mark which must correspond to the grade descriptors specified in the [Assessment Procedure](#) (clause 128).

To pass this unit, you must demonstrate sufficient evidence of achievement of the learning outcomes, meet any ungraded requirements, and achieve a final mark of 50 or better.

Further details for each assessment task will be available on iLearn.

Late Submissions

Unless a Special Consideration request has been submitted and approved, a 5% penalty (OF THE TOTAL POSSIBLE MARK) will be applied each day a written assessment is not submitted, up until the 7th day (including weekends). After the 7th day, a grade of '0' will be awarded even if the assessment is submitted. Submission time for all written assessments is set at 11.55pm. A 1-hour grace period is provided to students who experience a technical concern.

For example:

Number of days (hours) late	Total Possible Marks	Deduction	Raw mark	Final mark
1 day (1-24 hours)	100	5	75	70
2 days (24-48 hours)	100	10	75	65
3 days (48-72 hours)	100	15	75	60
7 days (144-168 hours)	100	35	75	40

>7 days (>168 hours)	100	-	75	0
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For any late submissions of time-sensitive tasks, such as scheduled tests/exams, performance assessments/presentations, and/or scheduled practical assessments/labs, students need to submit an application for Special Consideration.

Assessment Tasks

Name	Weighting	Hurdle	Due
<u>Coaching Individual Demonstration</u>	50%	No	30/03/2024 11:55pm
<u>Coaching across the Career Span</u>	50%	No	01/06/2024 11:55pm

Coaching Individual Demonstration

Assessment Type ¹: Demonstration

Indicative Time on Task ²: 41 hours

Due: **30/03/2024 11:55pm**

Weighting: **50%**

The purpose of this assessment is to give students the opportunity to engage coaching-related skills in a simulated environment and receive feedback that will enable correction and practice.

On successful completion you will be able to:

- Employ professional communication skills, in a culturally responsive manner (Capability 3: Engaged Global Citizen).
- Apply advanced psychological knowledge of individual and organisational performance to their practice in organisational psychology (Capability 2: Psychologist Practitioner)
- Apply advanced psychological knowledge of career and performance counselling and coaching to their practice in organisational psychology (Capability 2: Psychologist Practitioner)
- Apply advanced psychological knowledge to culturally responsive interventions in the area of organisational psychology, including the selection, design and implementation of psychological or structural coaching interventions appropriate for the organisation or individual (Capability 2: Psychologist Practitioner)

Coaching across the Career Span

Assessment Type ¹: Report

Indicative Time on Task ²: 40 hours

Due: **01/06/2024 11:55pm**

Weighting: **50%**

This assessment involves the analysis of vignettes including the details of clients at different career stages, and the development of a report.

On successful completion you will be able to:

- Employ professional communication skills, in a culturally responsive manner (Capability 3: Engaged Global Citizen).
- Apply advanced psychological knowledge of individual and organisational performance to their practice in organisational psychology (Capability 2: Psychologist Practitioner)
- Apply advanced psychological knowledge of career and performance counselling and coaching to their practice in organisational psychology (Capability 2: Psychologist Practitioner)
- Apply advanced psychological knowledge to culturally responsive interventions in the area of organisational psychology, including the selection, design and implementation of psychological or structural coaching interventions appropriate for the organisation or individual (Capability 2: Psychologist Practitioner)

¹ If you need help with your assignment, please contact:

- the academic teaching staff in your unit for guidance in understanding or completing this type of assessment
- the [Writing Centre](#) for academic skills support.

² Indicative time-on-task is an estimate of the time required for completion of the assessment task and is subject to individual variation

Delivery and Resources

As a student enrolled in this unit, you will engage in a range of online and face-to-face learning activities, including readings, access to online resources, online lectures and quizzes that designed to build your practical skills. Details can be found on the iLearn site for this unit.

Technology Used

Active participation in the learning activities throughout the unit will require students to have access to a tablet, laptop or similar device. Students who do not own their own laptop computer may borrow one from the university library.

Unit Schedule

Workshop 1 (08/02/2024)

- The place of coaching the workplace
- Initial stages of coaching
- The GROW model of coaching
- The stages of change
- An introduction to motivational interviewing

Workshop 2 (14/04/2024)

- Understanding the developmental pipeline
- Coaching techniques for the second session and beyond
- Identifying and addressing self-limiting beliefs
- Understanding client orientations
- Positive psychology approaches in coaching

Workshop 3 (23/05/2024)

- Coaching across the life-span
- Career models
- Career stages
- Coaching in early, mid and late-career

Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central \(https://policies.mq.edu.au\)](https://policies.mq.edu.au). Students should be aware of the following policies in particular with regard to Learning and Teaching:

- [Academic Appeals Policy](#)
- [Academic Integrity Policy](#)
- [Academic Progression Policy](#)
- [Assessment Policy](#)
- [Fitness to Practice Procedure](#)
- [Assessment Procedure](#)
- [Complaints Resolution Procedure for Students and Members of the Public](#)
- [Special Consideration Policy](#)

Students seeking more policy resources can visit [Student Policies \(https://students.mq.edu.au/support/study/policies\)](https://students.mq.edu.au/support/study/policies). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

To find other policies relating to Teaching and Learning, visit [Policy Central \(https://policies.mq.edu.au\)](https://policies.mq.edu.au) and use the [search tool](#).

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: <https://students.mq.edu.au/admin/other-resources/student-conduct>

Results

Results published on platform other than [eStudent](#), (eg. iLearn, Coursera etc.) or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in [eStudent](#). For more information visit ask.mq.edu.au or if you are a Global MBA student contact globalmba.support@mq.edu.au

Academic Integrity

At Macquarie, we believe [academic integrity](#) – honesty, respect, trust, responsibility, fairness and courage – is at the core of learning, teaching and research. We recognise that meeting the expectations required to complete your assessments can be challenging. So, we offer you a range of resources and services to help you reach your potential, including free [online writing and maths support](#), [academic skills development](#) and [wellbeing consultations](#).

Student Support

Macquarie University provides a range of support services for students. For details, visit <http://students.mq.edu.au/support/>

The Writing Centre

[The Writing Centre](#) provides resources to develop your English language proficiency, academic writing, and communication skills.

- [Workshops](#)
- [Chat with a WriteWISE peer writing leader](#)
- [Access StudyWISE](#)
- [Upload an assignment to Studiosity](#)
- [Complete the Academic Integrity Module](#)

The Library provides online and face to face support to help you find and use relevant information resources.

- [Subject and Research Guides](#)
- [Ask a Librarian](#)

Student Services and Support

Macquarie University offers a range of [Student Support Services](#) including:

- [IT Support](#)
- [Accessibility and disability support](#) with study
- Mental health [support](#)
- [Safety support](#) to respond to bullying, harassment, sexual harassment and sexual assault
- [Social support including information about finances, tenancy and legal issues](#)
- [Student Advocacy](#) provides independent advice on MQ policies, procedures, and processes

Student Enquiries

Got a question? Ask us via [AskMQ](#), or contact [Service Connect](#).

IT Help

For help with University computer systems and technology, visit http://www.mq.edu.au/about_us/offices_and_units/information_technology/help/.

When using the University's IT, you must adhere to the [Acceptable Use of IT Resources Policy](#). The policy applies to all who connect to the MQ network including students.

Unit information based on version 2024.02 of the [Handbook](#)