

2018

Personal Change Fitness Program



PROSPECTUS

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Origin of the Change Fitness Concept

The change fitness concept emerged from the PhD research of Dr Steve Barlow. Although it has very distinct roots in academic psychological research, it also has roots in the very practical world of coaching.

The research was prompted by a simple question. The question is this; 'What's the difference between those people who can succeed at difficult change and those who can't?'

At the time this question arose, Steve was coaching within a large organisation in Sydney Australia. He noticed his group coaching program worked well for some people but made little difference for others. This variance in outcomes appeared to have something to do with the individual clients and what they brought to the coaching opportunity.

Since those early days, Steve and Stephanie Barlow have taken that first question and turned it into a robust theory and a set of very practical tools designed with the coach in mind. The PCFP and IRVEY are two of those tools. And now they're sharing them with others interested to learn more about this emerging field of applied psychology. Steve and Stephanie also lecture on the change fitness concept to post graduate students in the University of Tasmania's School of Medicine.

Change fitness coaching is primarily concerned with what clients bring to the coaching opportunity. It recognises the intrinsic value of good coaching and how much that matters to client outcomes. But it also recognises that good coaching is not the only thing that produces good outcomes for clients.

In our view, great coaching not only supports what clients want to achieve, but also builds their change capacity to achieve it.

Helping clients build their change fitness is both a science and an art. The PCFP is the way into this fascinating and very rewarding world of change fitness coaching.

Program Content

The Personal Change Fitness Program (PCFP) is divided into 12 one-week units. 11 of these units are called 'Workouts'.

INTRODUCTION – in this first week you will complete IRVEY®, our proprietary change fitness assessment. This is online and takes 20-30 minutes to complete. This is followed by an online meeting with your coach, who will ask you some further questions and discuss the next steps. There is also an introductory video to watch.

WORKOUT 1 – In the second week you complete Workout 1. In this Workout we learn about the deep structure of the change process. Most people are unaware that change has a deep structure and, as a result, they don't know how to approach it.

NOTE: Workouts 1-11 follow the same format. Each Workout begins with a 15-30-minute video to watch where new information is introduced, a short quiz based on the video content, and approximately 8 short-answer

questions asking you to reflect on the content and how it relates to you. The purpose of these questions is to help you better understand the things that have shaped your behaviour around change and to help you approach future change in more adaptive ways. Your coach will read your answers and discuss them with you during the coaching sessions.

WORKOUT 2 – Workout 2 introduces the first element in the Supply and Demand Model of Change. In Workout 2 we examine the psychological demands that the change process makes of us. Sometimes, change makes huge psychological demands on us; at other times the demands are more moderate.

WORKOUT 3 – This Workout introduces the second element in the Supply and Demand Model: supply. The change process makes psychological demands on us and our success at the process depends upon our ability to supply enough of the right psychological resources to meet those demands. You are given a quick overview of what these 7 psychological resources are. This completes the Supply and Demand Model of Change, which is the key model upon which the change fitness concept is based.

WORKOUTS 4-10 – In these Workouts, you discover the 7 psychological resources that are key to meeting the psychological demands of the change process. You learn what you must supply to make change achievable in the present and sustainable long-term. These are the internal resources we must bring to the change process – they are not the resources supplied by others or found in the environment. As you learn more about these resources, you gain a deeper awareness of their impact on the change process. Greater awareness is the pathway to new choices, new possibilities, and personal transformation. You meet regularly with your coach, who is specially trained to help you on your journey.

WORKOUT 11 – This final Workout summarises and ties together the main points of the Supply and Demand Model and the change fitness theory. It is also a time to reflect on where you have come and what you have learnt. It is a time to reflect on any changes you have noticed in your beliefs, behaviours, attitudes, and emotions. Following Workout 11, you will take the change fitness assessment again and we will measure any changes and provide feedback. At the very end, you may be offered the opportunity to undertake further training leading to certification as a change fitness coach, where you will be able to coach others through the PCFP and utilise IRVEY.

Program Structure

Initial online meeting (approx. 1 hour): Upon acceptance into the PCFP, students meet with their coach to discuss program outline and expectations, outlining the students' objectives and goals, setting the foundations, and building a relationship.

Change fitness assessment (30 minutes): students take the online assessment. This can be done at their convenience during the first week of the PCFP.

Planning Meeting (approx. 1 hour): students meet online (preferably via zoom) with their coach to discuss the assessment and identify priorities for learning.

Workouts 1-3 (3 hours x 3): students work on these units at their own pace. All learning is online. They are encouraged to dedicate 3 hours to each Workout (unit or module), and to complete one each week. Students must monitor their own progress through the PCFP and ensure they don't fall behind. Written work is to be submitted online, which the coach will review and assess.

Online meeting (1 hour): the coach will discuss what the student has learned so far and their responses to the Workout questionnaires. This will help the student identify their own change fitness strengths

and limitations, and raise awareness of barriers they may need to address. Core coaching competencies are modelled to the student in the context of the content area. Students are expected to think about how to apply the content and the competencies to their coaching practice. They should consider how their developing understanding of change fitness could positively impact coaching outcomes.

Workouts 4-6 (3 hours x 3): students work on these units at their own pace. All learning is online. They are encouraged to dedicate 3 hours to each Workout (unit or module), and to complete one each week. Students must monitor their own progress through the PCFP and ensure they don't fall behind. Written work is to be submitted online, which the coach will review and assess.

Online meeting (1 hour): the coach will discuss what the student has learned so far and their responses to the Workout questionnaires. This will help the student identify their own change fitness strengths and limitations, and raise awareness of barriers they may need to address. Core coaching competencies are modelled to the student in the context of the content area. Students are expected to think about how to apply the content and the competencies to their coaching practice. They should consider how their developing understanding of change fitness could positively impact coaching outcomes.

Workouts 7-9 (3 hours x 3): students work on these units at their own pace. All learning is online. They are encouraged to dedicate 3 hours to each Workout (unit or module), and to complete one each week. Students must monitor their own progress through the PCFP and ensure they don't fall behind. Written work is to be submitted online, which the coach will review and assess.

Online meeting (1 hour): the coach will discuss what the student has learned so far and their responses to the Workout questionnaires. This will help the student identify their own change fitness strengths and limitations, and raise awareness of barriers they may need to address. Core coaching competencies are modelled to the student in the context of the content area. Students are expected to think about how to apply the content and the competencies to their coaching practice. They should consider how their developing understanding of change fitness could positively impact coaching outcomes.

Workouts 10-11 (3 hours x 2): students work on these units at their own pace. All learning is online. They are encouraged to dedicate 3 hours to each Workout (unit or module), and to complete one each week. Students must monitor their own progress through the PCFP and ensure they don't fall behind. Written work is to be submitted online, which the coach will review and assess.

Online meeting (1 hour): the coach will discuss what the student has learned so far and their responses to the Workout questionnaires. This will help the student identify their own change fitness strengths and limitations, and raise awareness of barriers they may need to address. Core coaching competencies are modelled to the student in the context of the content area. Students are expected to think about how to apply the content and the competencies to their coaching practice. They should consider how their developing understanding of change fitness could positively impact coaching outcomes.

Follow-Up Change Fitness Assessment (30 minutes): this is where we measure changes in change fitness following the program

Online Meeting (approx. 1 hour): feedback and suggestions for moving forward.

Mode Of Delivery

The PCFP is delivered as an online blended delivery program. This means there are approximately 36 hours of work to be done in your own time, and around 5-6 hours of meeting online with your change fitness coach. There are no formal classes to attend, no exams, no essays, and no lengthy assignments. There are videos to watch, quizzes to complete, and self-reflective questions.

Coaches

All students work with a qualified change fitness coach who will guide and support you through the Program.

About the Developers

The PCFP was developed in Australia by:

Steve Barlow BA, MEd, PhD, Grad Dip Ed, Grad Cert Ed, Cert IV TAE, AFIML, CCFP

Stephanie Barlow BA (psych), BSocWk, Grad Dip Counselling, Cert IV Business, MAASW, CCFP

Outcomes

The statistics on people undertaking the PCFP show approximately 40% increase in their change fitness over the 12-week period.

CPD

The PCFP is accredited as a CPD program by the International Coach Federation (24 CCE points) and the Australian Association of Social Workers (40 hours).



For More Information

For more information about the PCFP, speak to your change fitness coach, or contact Dr Steve Barlow on steve@thechange gym.com