

# The MindOptions approach to health and wellness coaching

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According to figures released by the Office of National Statistics in February 2014<sup>1</sup>, 131 million days were lost due to sickness absence in the UK in 2013. Employees in the public sector generally have higher sickness absence rates than employees in the private sector. Of the larger public sector organisations, sickness rates are highest for those working in the health sector. Of the 131 million days lost:

- 31 million were for musculoskeletal conditions
- 27 million were for minor illnesses
- 15 million were for stress, anxiety or depression



<sup>1</sup> Sickness Absence in the Labour Market. Office for National Statistics, February 2014.

# What is health and wellness coaching?

Health coaching, sometimes known as wellness coaching, helps ensure that individuals, teams or even whole organisations are following the principles of working well, living well. Health and wellness coaching empowers individuals to take responsibility for their own health and wellbeing, making it easier to determine choices and adopt strategies based on living a long term, healthier lifestyle.

It's a win-win for both the individual and his or her employer, as a physically healthier and mentally more resilient person will take less time off work through illness or stress, will perform better at work and will be more likely to fulfil their full potential.

## How can MindOptions help me and/or my organisation?

Health and wellness coaching is suitable for all employees, those who have average or below average sickness absence rates as well as individuals returning to work after a long-term absence or people adapting to having a life changing illness or condition.

Health and wellness coaching can be delivered in a variety of ways; as a tailored, bespoke programme on an individual level for specific employees to a programme of activity over a three to six month period that can be built in to the organisation's wellbeing programme and made accessible to everyone.

## Health coaching for healthcare professionals

A growth area in health coaching in recent years has been as supplying health coaching training to healthcare professionals. This is less about their own health and wellbeing (though of course specific programmes and support can be provided for that too), but more to do with providing healthcare professionals with basic coaching skills training to empower them to become educators in the modern healthcare system. Doing so enables the healthcare professional to help their patients or service users make more informed personal choices about looking after their own health and developing a greater sense of self-care.

Suitable for GPs, nurses, allied health professionals, traditional as well as complementary practitioners, health coaching teaches the healthcare professional to:

- Develop specific techniques to empower individuals to take responsibility for their own health

- Build an alliance with service users or patients and plan realistic, achievable personal goals
- Implement strategies that result in accumulative step-by-step change that is effective and sustainable for the patient or service user

## Services provided by MindOptions

### Coaching

Professional coaching focuses on identifying, exploring and setting goals, creating outcomes and managing change. It is distinctly different from, but often confused with, therapy, consulting, mentoring and training. A coach creates the right environment to enable the client to self-initiate positive change that is future focused and develops a framework that supports the client's commitment, and efforts, to achieve the objectives they have set.

#### **There are three main types of business coaching:**

- 1** Developmental coaching: identifying and prioritising developmental needs of individuals, often in partnership with the HR department/business owners
- 2** Executive/leadership coaching: identifying and prioritising personal development issues as well as addressing and focusing on strategic organisational issues
- 3** Team coaching: an initial, often off-site, team review and commitment to shared coaching objectives that are then followed up regularly with individuals (using one of the methods above) and often quarterly as a team

MindOptions can also offer clients personal coaching programmes, focusing on personal and/or professional goals.

## Mentoring

Mentoring is a powerful personal development and empowerment tool. It involves the use of the same models and skills of questioning, listening, clarifying and reframing associated with coaching however it is distinctively different. Mentoring in the workplace is a relationship in which a more experienced colleague or individual uses his or her greater knowledge and understanding of the work or workplace to support the development of a junior or less experienced member of staff. Mentoring relationships tend to be longer term than coaching arrangements.

### **MindOptions can offer mentoring services for:**

- Frontline leader, supervisors and managers
- In house coaches - preparing for exams and accreditation with coaching associations, such as ICF, EMCC
- Individuals returning to work after illness or absenteeism
- Mentor training and supervision skills

## Mindfulness Skills Training

There is growing research which clearly demonstrates the effectiveness and impact of mindfulness. Neurological research on the impact of mindfulness training on the brain demonstrates that it can reshape the part of the brain that impacts emotional and social intelligence, improving positive mood and wellbeing.

### **MindOptions can offer the following mindfulness workshops and programmes:**

- Introduction to Mindfulness
  - Taster session of 45-60 minutes suitable to operate as a 'lunch and learn session', staff meeting, built in to a conference agenda or after work workshop.
- Mindfulness in the Workplace
  - Half or full day (3-6 hours), content will vary depending upon on length but will cover and build on the basics learnt in Introduction to Mindfulness
- Eight Week Mindfulness Course - Promoting Health and Wellbeing
  - Using clinically proven MBSR / MBCT techniques and recommended by NICE and The Mental Health Foundation as a way of promoting health and wellbeing.

## About Jude Ryan

Jude Ryan has significant senior management and leadership experience, and having specialised in training, learning and development for the majority of her career, MindOptions creates the chance for Jude to share her expertise with a wider range of individuals, teams and organisations.

Passionate about developing and supporting people and businesses, she recognises and believes that having a motivated, inspired, well developed, healthy and supported workforce with the right skills to meet the current and future needs of your business and customers is essential.

MindOptions offers services that are all tailored to meet your unique and individual needs that will improve your performance and fulfil your potential.



## Ready to take the next step?

Contact MindOptions for coaching, Mindfulness skills training, leadership and development consultancy for organisations, business teams and individuals in performance improvement, communication, change and stress management.



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