

# Case study: Individual Therapeutic Coaching

**Executive Summary:** High achieving senior executive with no previous mental health difficulties, reporting symptoms of burnout, and overwhelming issues of avoidance and conflict within his relationships at work and home. Therapeutic coaching identified sources of distress, enhanced self-awareness and self-confidence, facilitated necessary shifts in perspective to support the development of practical and sustainable solutions.

## Client's problems:



- Client reports feeling uncharacteristically "out of control" at work emotionally (frustrated, anxious, irritable, overwhelmed)
- Low confidence about leadership ability with team members
- Low motivation/self-belief for future career promotion prospects
- Behaviour: disengaging with new projects, in conflict with certain colleagues, and unusually avoiding new challenges, relationships, and meetings, going "under the radar" (presenteeism)
- Stress is causing conflict at home with his partner and client
- Client has begun taking sick days (absenteeism)

## Recommended solutions:



### Type of intervention:

1:1 Therapeutic Coaching, with line manager stakeholder involvement

**Client title:** Head of Department

**Industry:** Public sector/Government

**Length of coaching contract:** 8 months

**Number of sessions:**

20 x 50 mins sessions

## Outcome for Client:

Improved self-confidence, self-awareness, leadership and motivation; reduction in burnout symptoms, presenteeism and absenteeism.

- Client identified **triggers for stress**, and learned **strategies and techniques to achieve greater emotional regulation**.
- Client gained deep **self-awareness of his strengths, qualities, and values**, which rebuilt his **confidence and self-belief**.
- Client identified **optimal work-life balance** and took practical steps to improve time management, prioritisation, and energy levels.
- Client challenged **unconscious self-limiting beliefs** about his leadership style and abilities, reinstating his motivation to engage with team members and lead meetings and projects with authenticity and energy
- Client identified and **addressed 'damaging' patterns** of relating to others, and developed a **more open and trusting way communication**, which **improved the quality of his relationships** at work and at home.
- Client is now skilled in drawing on **CBT tools** to create with a **more balanced, pragmatic, realistic and self-compassionate perspective**, enabling him to make more **strategic and discerning** decisions.



## Outcome for organisation:



- Client's personal strategies to create optimal work-life balance had a **positive ripple effect on team's** prioritisation, productivity, performance, with **lower stress** around deadlines.
- Client's improved confidence in leadership style, combined with his new, less controlling, and more open communication style, **enhanced bonds in relationships** with team members.
- Client identified **strategic opportunity** for TCC to support a new team coaching exercise to **enhance psychological safety** within team
- Client and line manager had individual '**conflict coaching**' sessions to help understand and resolve the difficulties between them: both reported **greater trust, empathy**, and a **strengthened relationship** as a result.



## Testimonial for རྟེན་ལུ་ Therapeutic Coaching:

*"Lucy's ability to skilfully play back what she was hearing, to explain the 'science', and to recognise patterns in my experience has been hugely beneficial to me as someone who likes to understand. I understand more about my triggers and responses, and learnt new techniques for better self-management. Together with her ability to ask questions that challenged me to think more deeply, we explored more breadth than what I originally sought help for."*

Head of Department, Public sector/Government

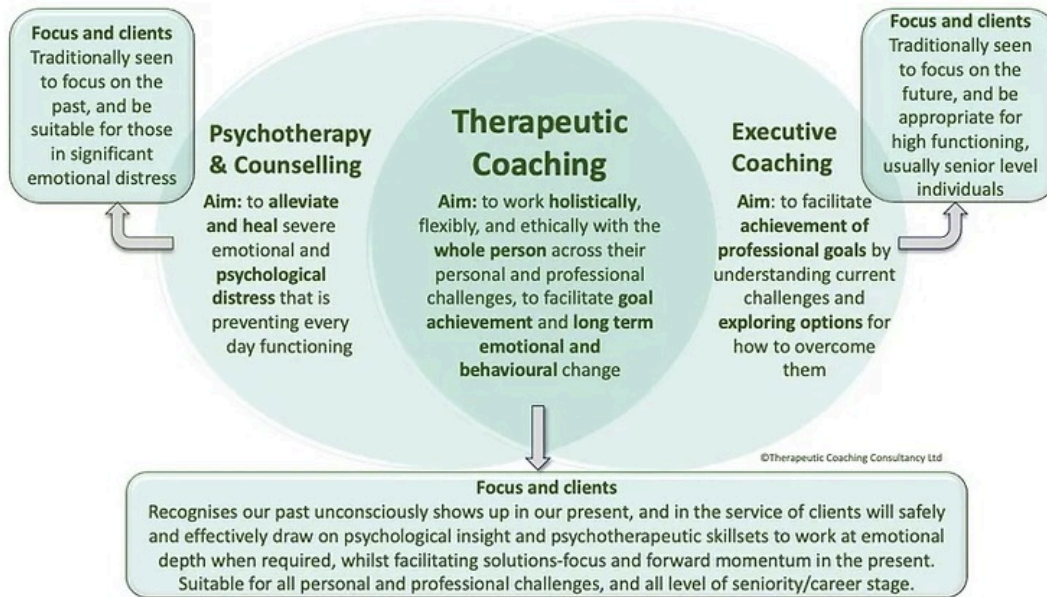
✉ info@therapeuticcoachingconsultancy.co.uk



☎ +44 (0)7920 261120



## What is རྟེན་ལུ་'s model of therapeutic coaching?



94% report Therapeutic Coaching had a positive impact on their mental health and wellbeing



83% report Therapeutic Coaching had a positive impact on their business performance



94% would highly recommend Therapeutic Coaching to their colleagues

[Source: Mental Health UK, 2023]

## Testimonials for རྟེན་ལུ་ 1:1 Therapeutic Coaching:

*"The mix of therapy and coaching really shifted things for me in a way working with other coaches hadn't. Sarah's supportive but honest and pragmatic approach helped me confront and think about things differently, making it possible for me to make the change I needed and wanted. I couldn't recommend therapeutic coaching highly enough."*

Director - Finance industry

## Testimonials for རྟེན་ལུ་ 1:1 Therapeutic Coaching:

*"Karen is very empathetic, but also able to point out hard truths or asks difficult questions that can help you move through and confront an issue. She would also call out when she thought I was pulling away or being triggered by a topic area and we would explore in more detail. She really seemed to understand when to push and when to leave something."*

Chief Technology Officer

For more རྟེན་ལུ་ case studies on our work with teams, neurodiversity, conflict and mediation, or our psychoeducational workshops, visit [www.therapeuticcoachingconsultancy.co.uk/results](http://www.therapeuticcoachingconsultancy.co.uk/results) or scan here: Get in touch for a free consultation about how we can help your people remain in and thrive at work.

