

An Introduction to Psychosynthesis Coaching

*with Aubyn Howard
for*



Agenda



Introductions



Centering / mindfulness



Check-in – who you are and any questions you have



Interactive session



Your practitioner identity /small group discussions



Questions and answers



Find our more

Some questions and topics

- ❖ What is the difference between **therapy** and **coaching** – within a psychosynthesis context?
- ❖ What do we mean by **leadership coaching**?
- ❖ How does psychosynthesis coaching enable us to work at a deeper level within **organisational settings**?
- ❖ How does the global **coaching profession** work in terms of accreditation and regulation?
- ❖ What are the foundations of **psychosynthesis coaching**?

AUBYN HOWARD

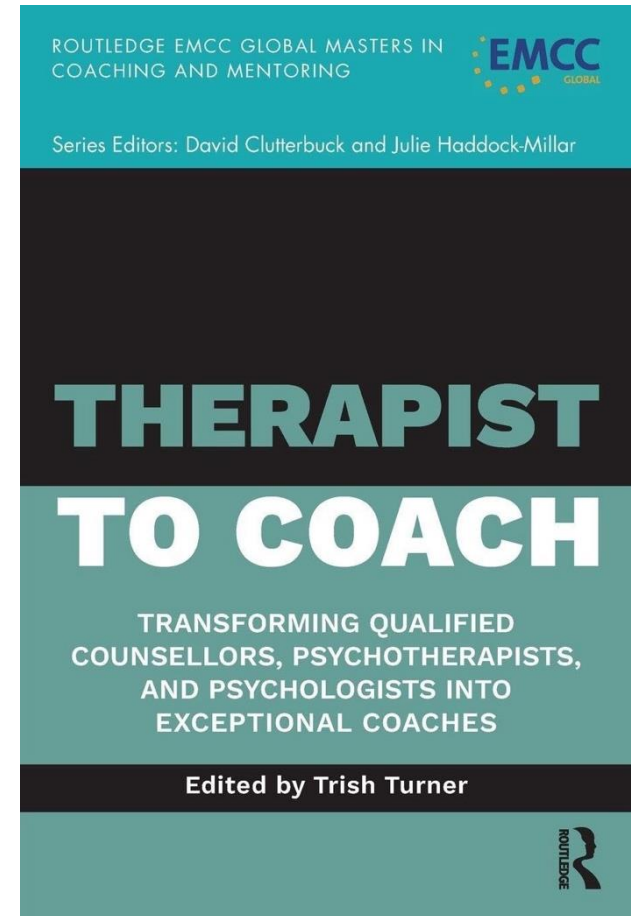
PSYCHOSYNTHESIS LEADERSHIP COACHING

A PSYCHOLOGY OF BEING FOR A TIME OF CRISIS



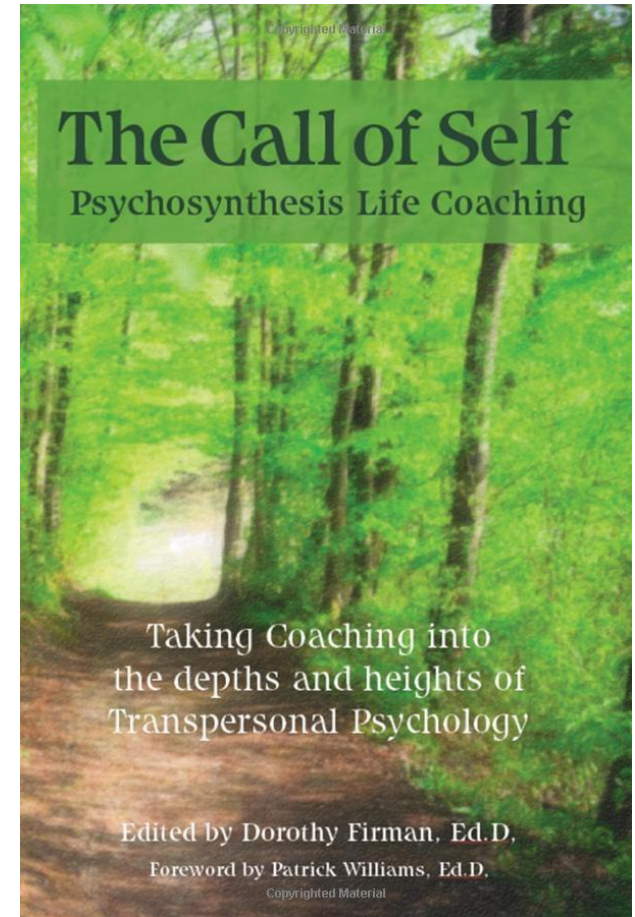
Therapy and coaching?

- Grey space – shifting sands – overlapping territory – false distinctions – evolving needs
- The world is changing – crisis, breakdown, VUCA, covid, splitting, generational shift
- The 4Cs: Context – Coachee – Coach – Contract
- Working with the whole person, within a systemic context
- Coaching? Coaches are different (Barrett)
- Practitioners – choosing the context and regulatory framework to work within

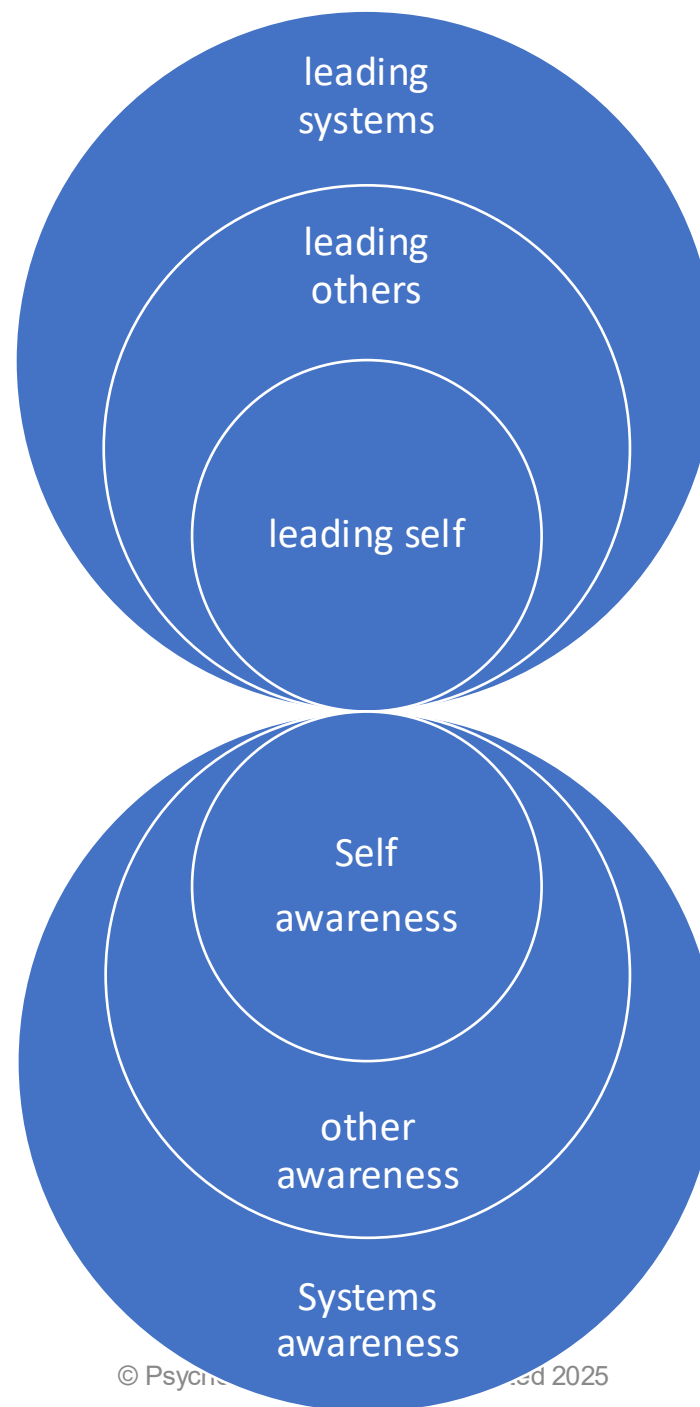


Therapy and coaching?

- ❑ Adult to adult orientation – responsibility *to* the coachee
- ❑ Boundaries can be more flexible
- ❑ The conscious relational space
- ❑ Working in the here-and-now with the whole human being
- ❑ Individuals, teams and systems
- ❑ In-person, online, global
- ❑ Combining with other modalities...



What do we mean by leadership coaching?



How does psychosynthesis coaching enable us to work at a deeper level within organisational settings?

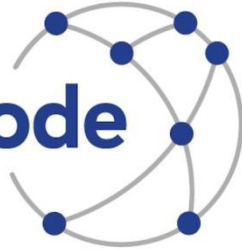


Psychological dynamics of VUCA

Aspect of VUCA	Psychological impact	Psychological need	Leadership capability
Volatility	Insecure... instability, low self-confidence or esteem	Secure self-attachment – stable centre	<i>Consistency</i> <i>Presence</i>
Uncertainty	Anxious... Stress, anxiety, worry, panic and blame	Uncertainty tolerance – dynamic ground	<i>Adaptability</i> <i>Groundedness</i>
Complexity	Confused... Overwhelm, lack of agency	Systemic intelligence – seeing systems	<i>Connection</i> <i>Sense making</i>
Ambiguity	Conflicted... Doubt, polarisation, lack of meaning	Holding polarity tension – being OK with paradox	<i>Meaning making</i> <i>Synthesis</i>



Global Code of Ethics



Download the Global Code of Ethics V4: 2025

The Global Code of Ethics originated in 2016, with authorship from EMCC Global's predecessor the European Mentoring and Coaching Council and the Association for Coaching. Its aim, as now, was to maintain and promote excellence in practice in coaching and mentoring. The organisations' membership bodies agreed to adhere to its elements and principles as part of their ongoing membership.

Now in its fourth iteration, the Global Code of Ethics has 12 signatories and was updated in December 2025 to meet new challenges facing practitioners and, indeed, the world. New technologies, new societal structures and a significant increase in the number of coaches require a Global Code of Ethics relevant to a modern world that sets clear requirements for professional, regulated practice.

In Greek

In Italian

In
Korean

In
Spanish

The Global Code of Ethics for coaches, mentors and supervisors

Adopted by major coaching and mentoring organisations worldwide, the Global Code of Ethics is the most comprehensive code of ethics for those working in the world of coaching, mentoring, and supervision.

It reflects the aspired state of professionalism and the professional core values for which we strive.

Follow the code:
previous versions

Version 1: 2016

Version 2: 2018

Version 3: 2021

How does the coaching profession work in terms of accreditation and regulation?

THE PROFESSIONAL CHARTER

For Coaching, Mentoring, and Supervision of Coaches,
Mentors, and Supervisors

Co-signatories to the Global Code of Ethics



Coaching Limited 2026

AUBYN HOWARD

PSYCHOSYNTHESIS LEADERSHIP COACHING

A PSYCHOLOGY OF BEING FOR A TIME OF CRISIS



What are the foundations of psychosynthesis coaching?

Foundations of psychosynthesis coaching

Conscious
relations and
listening with the
being

Trifocal Vision –
coaching the being

The holistic GROW
model and ways of
being

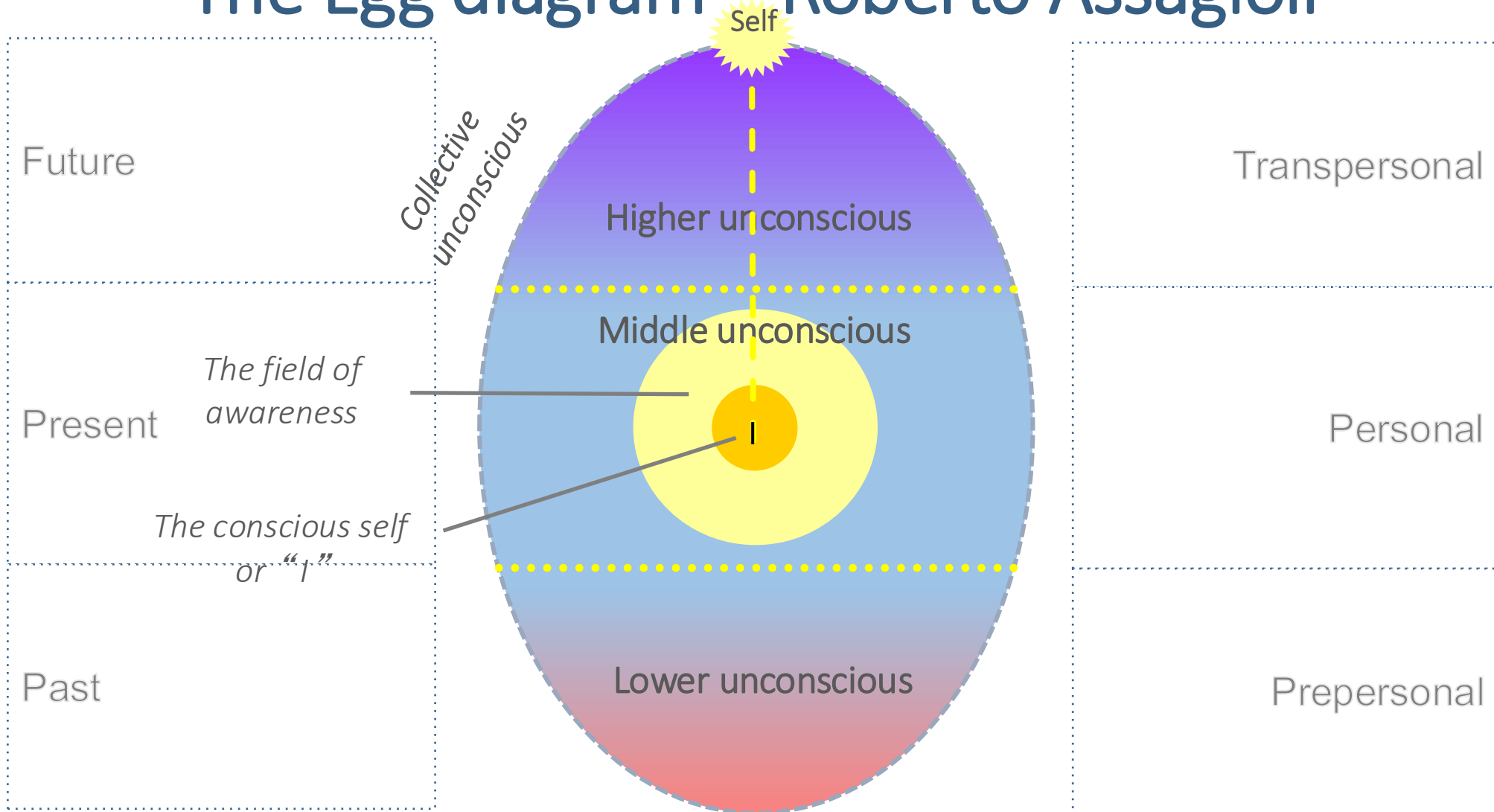
The Four C's and
the principles of
depth coaching

The PCL skills
model and EMCC
competences

Foundations of
coach training and
development

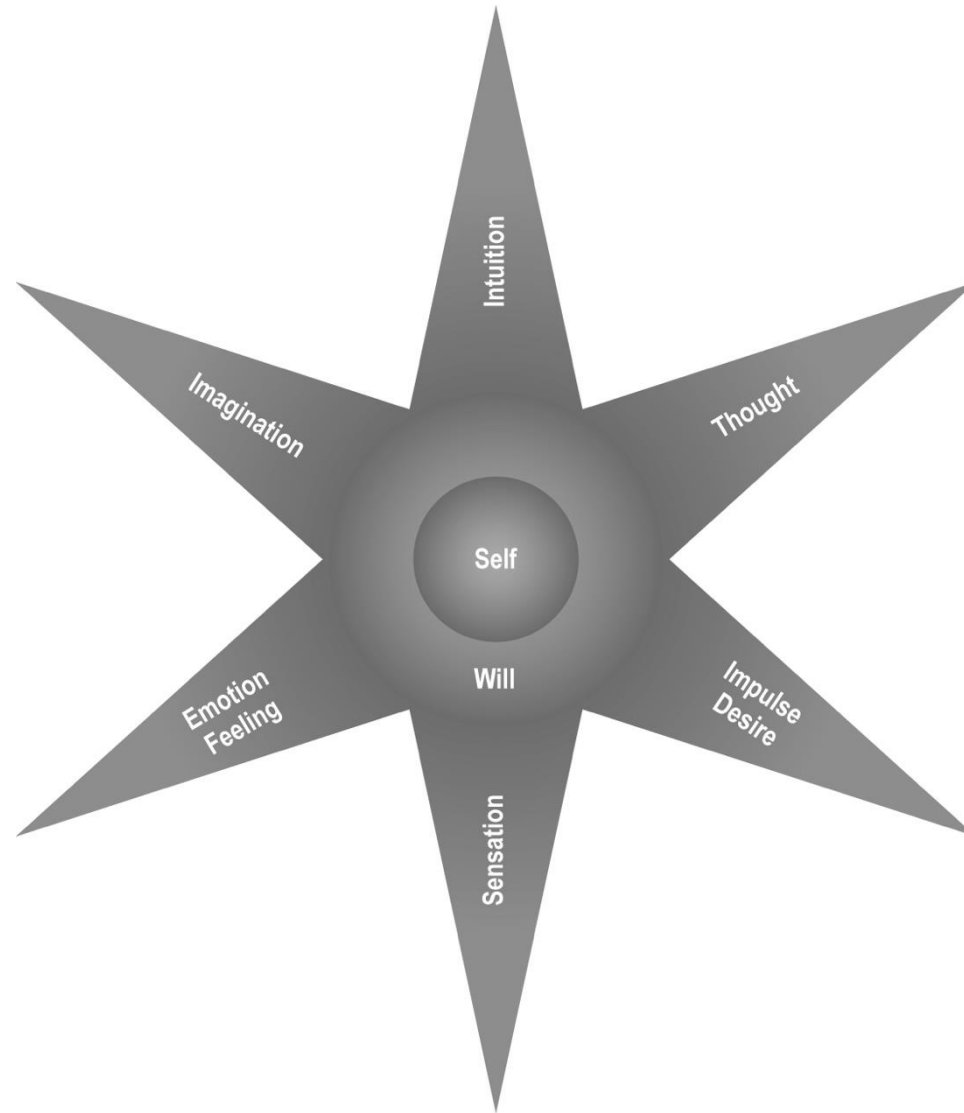
Model of the psyche

The Egg diagram – Roberto Assagioli

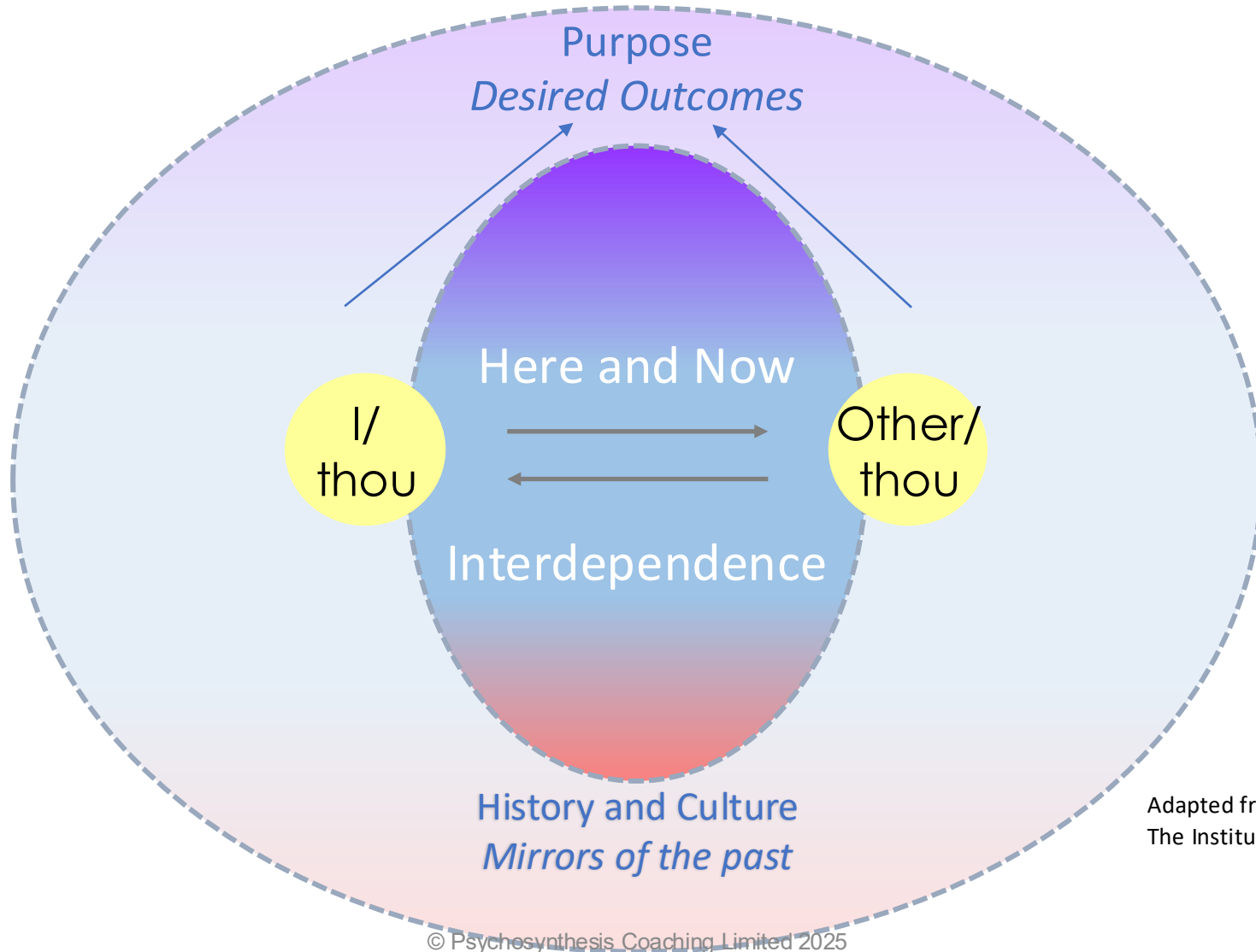


Will and the psychological functions

The Star diagram – Roberto Assagioli



Conscious Relationships



Adapted from material from:
The Institute of Psychosynthesis

Conscious Relations

— Listening with the Being

Listening with the being

Find a partner, choose A & B

A starts by sharing about an experience or challenge that is strong in their awareness right now

B actively listens, with minimal encouragers, but not summarising

After 3 minutes, time is called

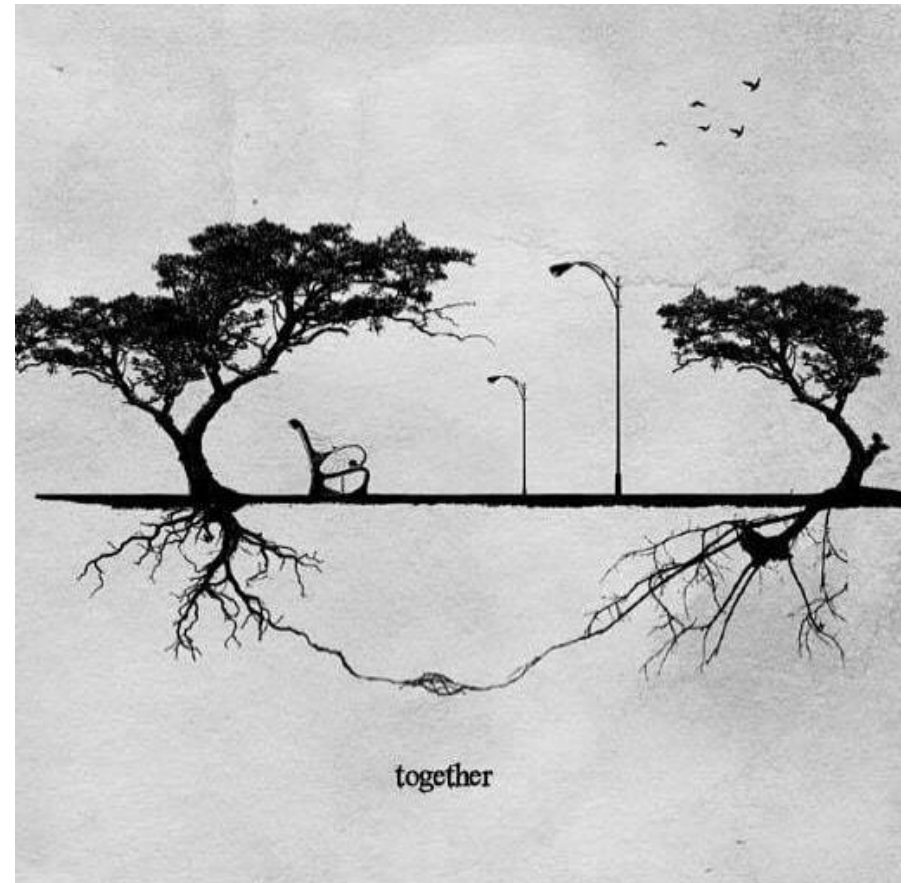
B responds

1. Through my eyes I see...
2. With my ears I hear...
3. With my mind I think...
4. In my body I feel...
5. And using all these, my *message* to you is...

Pause and both debrief on the experience of doing this

Reverse the process

Plenary sharing



What is EMERGENT?

TRIFOCAL
VISION



What is the GAP?

Where is the WILL available?

Where is the STRUGGLE?

© Psychosynthesis Coaching Limited 2025

Mirroring and Asking Questions

- When and why to mirror or paraphrase
- How to mirror or paraphrase
- When and how to ask questions
- What types of questions to use
- GROW as a process model for asking questions
- Contracting questions

Stages of the coaching process

Outer and Inner Ways of Being

GROW stage	Goal	Reality	Options	Will
Outer inquiry or intervention – focused attention (<i>thinking outwardly</i>)	Goal , outcome, purpose or direction for the session or the contract	Reality , where now, what patterns of behaviour, feelings and thoughts	Options , resources, opportunities, creativity, choice	Will - steps, action, what/who/when, commitment
Outer attitudes/ ways of being	Containing	Curiosity	Creativity	Challenging
Inner psychospiritual reflective awareness – holistic attention (<i>listening inwardly</i>)	Potential – what is emergent for this being? Who is this Self in potential?	Struggle – where are they caught, what are their edges, what is the pattern?	What is the big developmental Gap between <i>potential</i> and <i>struggle</i> ?	Will – where is the will available, how can it be activated?
Inner states/ ways of being	<i>Resonance</i>	<i>Receptivity</i>	<i>Openness</i>	<i>Embodiment</i>



[Laurence Barrett](#) Founder Director Heresy Consulting.

1 month ago • Edited • Visible to anyone on or off LinkedIn

There is no such thing as ‘coaching’.

To pretend... that all coaches and all clients are the same, and follow the same 'rules', feels like a profoundly disrespectful denial of humanity.

One size does not fit all. If we accept this, we are then faced with some simple questions....

What is OUR individual practice as ‘coaches’, beyond our training and accreditation frameworks? What do our clients need from us? What are we able to provide?

These questions are simple but not easy and are usually profoundly personal. They demand that we face ourselves and take personal accountability for our work. They remind us that the choices we then make belong to us and us alone, and that we (and more importantly our clients) must face the consequences of those choices.

Your practitioner identity

- 🌍 How has this session impacted or changed the way you think about your professional practice or practitioner identity?
- 🌍 How would you describe yourself as a practitioner?
- 🌍 What questions do you now have about psychosynthesis coaching?
- 🌍 Take two or three minutes each, to share in your groups

Questions and answers

Find out more

Please get in touch for a zoom chat:

<https://www.psychosynthesiscoaching.co.uk/contact/>

