



Books:

Positive Psychology Coaching in the Workplace

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About the Author: Wendy-Ann Smith is a coach, psychologist, trainer and facilitator. She is the lead editor of *Positive Psychology Coaching in the Workplace* (2021) and *The Ethical Coaches' Handbook: A Guide to Developing Ethical Maturity in Practice* (forthcoming). She holds virtual groups for coaches who wish to nourish themselves and their coaching with the understanding and application of positive and coaching psychology. She regularly coaches a small number of one-to-one clients. She creates and delivers lectures, training and coaching at several universities in France and internationally. Her interest is in enhancing coaches' development with positive psychology, coaching psychology and ethics in practice.

“Positive Psychology Coaching in the Workplace” (PPCW; Smith, Boniwell, & Green, 2021) is a research-to-practice text exploring how coaching can support thriving in the workplace. Across 30 chapters, it focuses on positive psychology coaching in the workplace in relation to: the convergence with organisational psychology and coaching psychology, professional and ethical practices, resilience and wellbeing, team and systemic approaches, leadership, tools of intervention, convergence of clinical interventions and virtuousness, and the future of thriving workplaces. The chapter contributions represent a truly international scholarship and bring together complementary perspectives from the fields of positive psychology, coaching psychology, organisational psychology, organisational scholarship, neuroscience, education and philosophy. Written in a scholarly but accessible style, this text is of interest to a wide readership, including academics, professionals and postgraduate students of positive psychology, organisational psychology, counselling and coaching psychology, human resource management, mental health, health and social welfare.

This volume attends to well-trodden practices of positive psychology coaching (PPC) across a number of workplace domains; for example, the entrepreneurial space, not-for-profit associations, military, health sector, education and the corporate sector. A range of topics are also explored, i.e., how the coaching relationship can facilitate the creation of high-quality relationships, peer to peer coaching relationships interventions for post traumatic growth, and how a strengths and appreciative based approach to coaching can facilitate career transitions, job crafting and agile leadership. Validated tools such as strengths cards, lego® and a novel film intervention to increase self-awareness are also explored.

Of relevance to the Middle East/North Africa (MENA) region is the chapter, “Keeping with the Times: Coaching, Culture and Positive Psychology” (pp. 85-105) written by Silvia King, Louise Lambert, Phek Yen Ng, and Phillippe Rosinski. It explores the nexus between PPC, culture and practise drawing on examples from the MENA region as well as Asia. As the goals of positive psychology, coaching and coaching psychology are to help individuals achieve their best selves, how



this has been accomplished has been a point of contention given that the models, theories and tools used to achieve such change are Western in nature and do not always translate or apply themselves well in non-Western contexts. Accordingly, in this chapter, they explore some of the biases currently entrenched in research and models of practice and suggest how these might be harmful to users. The chapter authors consider how, if not carefully examined, such practises can also impact the ability to practise ethically, attain coaching effectiveness and advance the field to its higher aims. A variety of alternative coaching frameworks explicitly designed for cross-cultural contexts are discussed and make this chapter essential reading for those using PPC in the region.

While the volume is focused on the workplace, it remains relevant to life coaches as well. Each chapter showcases research in practice with vignettes and case studies, and concludes with thought provoking questions to entice self- and critical reflection of theory and practice, with suggestions for further reading. Chapter by chapter information as well as options for purchase are available here: [Positive Psychology Coaching in the Workplace](#)

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