

Subject Index

A

Accepting external influences, 121–122
 Adult Hope Scale, 91–92
 Affect, 68
 Age, measuring perception of, 128–129.
 See also Lifespan, coaching across
 Agency thinking, 91
 All-in-one training (for certification),
 149
 Appreciation, 43
 Appreciative Inquiry, 48
 Artistic interests, 84
 Assessments, 16, 99–123
 Adult Hope Scale, 91–92
 advantages of, 99–100
 Authenticity Scale, 121–123
 criteria for, 101
 Curiosity and Exploration Inventory,
 114–116
 Domain Satisfaction Scales, 104–106
 empirically validated, 102–103
 Individual Strengths Assessment, 33
 labels, 103–104
 Meaning in Life Questionnaire,
 109–110
 personal development and, 76
 Psychological Well-Being Scale, 90
 Purposeful Work Scale, 114
 Satisfaction with Life Scale, 9, 88–89
 Savoring Beliefs Inventory, 116–119
 Scale of Positive and Negative
 Experience (SPANE), 106–107
 self-assessment, 101
 strengths assessments, 83
 Strengths Use Scale, 122–123
 Subjective Happiness Scale, 108
 using established positive psychology
 assessments, 9–10
 VIA assessment of strengths, 80–81

Work-Life Questionnaire, 111–113
 Work-Style Scale, 120

Asset-based Thinking Focus, 81–82
 Authenticity Scale, 121–123
 Authentic living, 121–122
 Autonomy, in psychological well-being, 89

B

Baby boomer generation, 127
 Behavioral strengths, 33. *See also*
 Strengths
 Brainstorming, 12–13
 Bravery, 32
 British Psychological Society, 149

C

Capacities (axis 1)
 coaching interests guide, 85
 interests, 84–86
 resources, 86–87
 strengths, 83
 strengths assessment guide, 83
 CAPP (Centre for Applied Positive
 Psychology), 5
 Career change, 132
 Center for Positive Organizational
 Scholarship (U. of Michigan), 49
 Centre for Applied Positive Psychology
 (CAPP), 5
 Certification, 8, 11–12, 148–149
 Clients
 capacities, 83–87
 client agenda, 63, 148
 communicating your approach with,
 10–11
 developing strengths of, 34–36
 identifying personal values, 49–51
 identifying strengths of, 26–28

- Clients (*Continued*)
 introducing strengths to, 29–33
 reluctance of, to focus on strengths,
 32–33
 reviewing strengths of, 149–150
 Clifton StrengthsFinder, 83. *See also*
 StrengthsFinder
 Coaching. *See* Positive psychology
 coaching
 Co-Active Coaching (Whitworth),
 12, 148
 Connectedness, in psychological well-
 being, 89
 Construct validity, 102
 Conventional interests, 84
 Courage, 137
 Crafting your job, 140. *See also* Job
 crafting
 Credentialing, 7–8
 Criterion validity, 102
 Conventional interests, 84
 Curiosity, 72, 114–115
 Curiosity and Exploration Inventory,
 114–116
 Customer satisfaction surveys, 88
- D**
- Death, fear of, 140–142
 Development stages, 128
 Diagnosis, multiaxial, 81. *See also*
 Positive diagnosis
Diagnostic and Statistical Manual of
Mental Disorders (DSM), 76–77
 Direction, toward goal, 68, 69
 Directories, of coaches, 13
 Discrepancy, and goal, 68, 69
 Docility, 68
 Domain Satisfaction Scales, 104–106
 Duration neglect, 64
- E**
- Easterlin Paradox, 7
 “Education to Empowerment” model, 4
 Effort, 69
 Elevation, 3
 Emotion
 assessment of (*See* Scale of Positive
 and Negative Experience [SPANE])
 in workplace, 54
 Empirical keying, 99
 Empirical validation, 102–103
 Employment
 career change, 132
 conceptual categories (work-life),
 111–113
 meaningful work and, 110
 middle age and passion for, 131–144
 personal values and, 131–133
 purposeful work, 114
 Energy, and strength, 22, 26–27
 Enterprising interests, 84
 Equifinality, 67–68
 Expectations, 71
 Experience, openness to, 115
 Extrinsic motivation, 79
- F**
- Failure, 74, 130
 Failure impact predictions, 66
 Fantasies, 71
 Fear
 of accepting the present, 143–144,
 144
 of death, 140–142
 of having lived the past wrong, 143,
 144
 of losing the past, 142–143, 144
 Feedback, 55–56
 Fixed mindsets, 73
 Fun, in workplace, 55
 Future, pull of, 63–74
 Future orientation
 Adult Hope Scale, 91–92
 positive diagnosis, axis 3, 90–94
- G**
- Generativity, 128
 Goals
 client disconnect, 70
 coach disconnect, 70
 curiosity and, 72

- dark side of, 66
 - focus and, 66
 - as future-oriented benchmarks, 63
 - motivation and, 68–69
 - optimism and, 69–70
 - outside forces on, 61
 - resource-goal match, 70
 - success criteria, establishing, 70–71
 - Gratitude, 32
 - Gratitude exercise, 42–43, 102, 103
 - Growth
 - in psychological well-being, 89
 - unrealized strengths and, 34
 - Growth mindsets, 73
- H**
- Happiness, 15, 147–148
 - income and level of, 7
 - optimal happiness concept, 52
 - positivity and, 40–42
 - psychological well-being, 89
 - strength identification and, 32
 - Subjective Happiness Scale, 108
 - Hardship, 130
 - Hope, 15
 - agency thinking, 91
 - goals and, 61–62
 - hope theory, 91
 - pathways thinking, 91
 - How Full is Your Bucket?* (Rath), 32–33
 - Humor, 32
- I**
- Idealism, 136
 - Identified motivation, 79
 - Identity, work as key to, 137
 - Illness, recovery from, 32
 - Impact bias, 64
 - Imposter syndrome, 143
 - Incubators (work-style), 24, 79–80, 120
 - Individual Change Theory, 44–48
 - ideal self, 45–47
 - positive affect, 47–48
 - Individual Strengths Assessment, 33
 - Inspiration, 3
 - “Intellectual tilt,” 85
 - Interests (positive diagnosis, axis 1), 84–86
 - International Coach Federation (ICF), 6, 7
 - positive psychology coaching certification, 148–149
 - Interventions, 5, 102–103
 - Intrinsic motivation, 79
 - Introjected motivation, 79
 - Investigative interests, 84
- J**
- Job crafting, 140
 - Jobs
 - conceptual categories (work-life), III–III3
 - meaningful, 110
 - purposeful work, 114
 - Job satisfaction surveys, 88
- K**
- Kilimanjaro climb, 59–61
 - Kindness, 32
- L**
- Labels, 103–104
 - Language
 - coaching and language of client, 33
 - strengths vocabulary, 23–25, 33
 - Layoffs, 38
 - Legacies, 131, 142
 - The Levity Effect* (Gostick and Christopher), 55
 - Lifespan, coaching across
 - measuring perception of age, 128–129
 - middle age, 126–144 (*See also* Middle age)
- M**
- Management, strengths-based, 37–38
 - Mantra, 142

- Master's degree, in positive psychology coaching, 8
 - Mastery, in psychological well-being, 89
 - Meaning in Life Questionnaire, 109–110
 - Memorabilia, 116
 - MentorCoach, 8
 - Middle age
 - as “development stage,” 128
 - Eastern cultures and, 137
 - fear of death, 140–142
 - “Is Life Getting Better or Worse” survey, 138–139
 - as opportunity, 130–131
 - perception of aging, 128–129
 - personal values and, 131–135
 - physical transitions, 126, 127, 138–139, 141–142
 - possible identities, 137–138
 - psychological transformation, 127
 - re-connecting with work, 134–135
 - sense of urgency in, 143
 - work and passion, 131–144
 - “Mid-life crisis,” 125–126, 127, 137
 - Mindset, 73
 - Minnesota Multiphasic Personality Inventory-II, 99
 - Mission statement, 49–51, 142
 - MMPI 2, 99
 - Models, 146
 - Mortality. *See* Death, fear of
 - Motivation
 - affect, 68–69
 - curiosity and, 115
 - docility, 68
 - effort, 69
 - equifinality, 67–68
 - fantasies and, 71
 - feedback and, 55–56
 - goals and, 67–69
 - markers of motivated behavior, 67–69
 - persistence-until, 67
 - positive diagnosis and, 79
 - types of, 79
 - values and, 136
 - work-style and, 120
 - Mt. Kilimanjaro climb, 59–61
 - Multiaxial diagnosis, 81
 - Myers-Briggs Type Indicator, 76
- N**
- Negative emotional attractors, 47
 - Norwich Union, 37
- O**
- Openness, 115
 - Opportunity
 - fear of having missed, 143
 - middle age as, 130–131
 - Optimal happiness, 52
 - Optimism, 32, 91
 - goals and, 69–70
 - realism of, 70–72
 - Organizations, strength-based, 36–38
 - recruitment and, 37
 - strengths-based management, 37–38
 - Outplacement, 38
- P**
- Panic attacks, diagnosing, 77
 - Paradigm shift, 11
 - Passion, for work, 135
 - Passive behavior, 67
 - Pathways thinking, 91
 - Performance recognition, 43
 - Persistence-Until, 67
 - Personal development, 49
 - Personal life mission statement, 142
 - Personal values, 49
 - Personal Values Survey, 95–96
 - Personal vision statement, 49
 - Planners (work-style), 120
 - Portfolio approach (to certification), 149
 - Positive diagnosis, 15, 75–96
 - capacities (axis 1), 83–87
 - client agendas, 75
 - future orientation (axis 3), 90–94
 - positive psychology and positive diagnosis, 76–78

- Satisfaction with Life Scale, 88–89
 self-actualization behaviors, 78–81
 situational benefactors (axis 4), 92–94
 suggestion for system for, 81–82
 understanding *DSM* diagnosis, 77
 values (axis 5), 95–96
 well-being (axis 2), 87–90
- Positive emotional attractors, 47
- Positive fantasies, 71
- Positive psychology. *See also* Positivity
 marketing, 13–14
 optimal happiness and, 52
 as a science, 5
 summarized, 5
- Positive psychology coaching, 1–17, 145–
 151. *See also* Lifespan, coaching across
 advantages of, 5–7, 12–14
 basic tools of, 145
 certification, 148–149
 compared to other forms of coaching,
 10–11
 comparison of types of, 146–147
 credentialing, 7–8, 11–12, 147
 defined, 90
 developing client's strengths, 34–36
 developing yourself as a strengths
 coach, 22–28
 “Education to Empowerment” model,
 4
 explaining, 147–148
 goals and hopes for future, 59–74,
 150–151
 positivity and, 56–57
 professionalism of, 7–12
 session preparation, 149–150
 with strengths vocabulary, 23–25, 33
 summarized, 5
 tenets of, 146
 time orientation of, 90
 training schools, 6
- Positive Psychology Coaching* (Biswas-
 Diener and Dean), 151
 negative review of, 1–2
 writing and collaboration of, 1
- “Positive reminiscence,” 5–6
- Positivity, 39–57
 appreciation and, 43
 benefits of, 41–42
 best or better possible self, 51–53
 coaching and, 56–57
 creating structures for, 150
 feedback and, 55–56
 “gratitude exercise,” 42–43
 happiness and, 40–42
 increasing, in workplace, 53–56
 Individual Change Theory, 44–48
 reflected best self, 48–49
 satisfaction and, 52–53
 updated, 44–53
 “Possible selves,” 72
- Praise, 32–33
- Pride, 20
- Procrastinators (work-style), 79–80, 120
- Professionalization, 151
- Psychological Well-Being Scale, 90
- Psychology, traditional, 80
- Purposeful Work Scale, 114
- Purpose in life, in psychological well-
 being, 89
- ## Q
- Quality of Life Therapy, 105
- ## R
- Rate of progress, toward goal, 68, 69
- Realise 2 Practitioner Programme, 9,
 83, 99–100
- Realistic interests, 84
- “Recognition gap,” 43
- Recruitment, strengths-based, 37
- Reflected best self, 48–49
- “Resacralization,” 78
- Research, 8
- Resilience trainings, 9
- Resources, 86–87
- ## S
- Sailboat metaphor, 31
- San Francisco State University
 certificate coaching programs, 8

- Satisfaction with Life Scale, 9, 88–89
- Savoring Beliefs Inventory
 inventory, 116–117
 scoring, 117–119
- Scale of Positive and Negative
 Experience (SPANES), 106–107
- “Self”
 Eastern vs. Western views of, 137
 physical decline and, 138–139
 possible selves at work, 139–140
- Self-acceptance, 144
- Self-actualization behaviors, 78–81
- Self-alienation, 121–122
- Self-Directed Search, 84
- Self-knowledge, situational benefactors,
 94
- Sense of self, 72–74
- Situational Benefactors, 92–94
- SMART goals, 63
- Social anxiety, 32
- Social interactions, 113
- Social interests, 84
- Special Group on Coaching, 149
- Spirituality, 141
- Spontaneity, 72
- Stagnation, 128
- Stereotyping, 67
- Storytelling, 62
- Strengths, 15
 addressing weaknesses and, 30–31
 anticipation and, 28
 authentic and energizing, 21–22
 avoiding overuse of, 35
 behavioral, 33
 coaching, 22–28
 concept of, 20
 defined, 20–21
 developing client’s strengths, 34–36
 identifying, 22, 26–28
 introducing, to clients, 29–33
 labeling, 25–26
 metaphors for, 26
 in organizations, 36–38
 positive diagnosis, axis I, 83–87
 recruitment and, 37
 science of, 12
 scientific foundation for focus on, 31–32
 and success, 19–38
 tapping, 27
 “unrealized,” 34
 VIA assessment of, 80–81
 vigilance in noting signs of, 9
 vocabulary, 23–25, 33
- StrengthsFinder, Clifton, 83
- Strengths introduction, 29–33
- Strengths Training (VIA), 9
- Strengths Use Scale, 122–123
- Strengths x interests timeline activity, 86
- “Strength tilt,” 86
- Strong Interest Inventory, 76
- Subjective Happiness Scale, 108
- Success, visualization of, 116
- T**
- “Taking Stock of Your Positives,” 81–82
- Terror Management Theory, 141
- Terry Levine Positive Psychology
 Coaching Program, 8
- Time orientation, of coaching, 90
- Training, 8–9
- Trait Curiosity and Exploration
 Inventory-II, 115
- Transitions, 16
- Triflers (work-style), 120
- U**
- Unemployment, 38
- University of East London Master’s
 degree program, 8
- University of Michigan Center
 for Positive Organizational
 Scholarship, 49
- University of Pennsylvania Master’s
 degree program, 8, 13–14
- Unrealized strengths, 34
- Urgency, 143
- V**
- Valence prediction, 64
- Validity, 102–103

- Values
 - identifying personal, 49
 - middle age careers and, 131–133
 - motivation and, 136
 - passion for work and, 134–135
 - revisiting original values, 136–144
 - Zappos.com and, 49–50
 - Values (axis 5), 95–96
 - Values in Action Institute (VIA), 99
 - assessment of strengths, 80–81, 83
 - strengths training, 9
 - VIA. *See* Values in Action Institute (VIA)
 - Visioning, 5, 62
 - Vision statement, 49
 - Visualization, 71, 116
- W**
- Weaknesses, addressing, 30–31
 - Well-being
 - positive diagnosis, axis 2, 87–90
 - Psychological Well-Being Scale, 90
 - Satisfaction with Life Scale, 88–89
 - in workplace, 53–54
 - Work issues
 - conceptual categories (work-life), 111
 - disengagement, 132
 - feelings about work, 133–134
 - “fun” in workplace, 55
 - identifying employee strengths, 38
 - increasing positivity, 53–56
 - meaningful work, 110
 - possible “selves” at work, 139–140
 - purposeful work, 114
 - “recognition gap,” 43
 - re-connecting with work, 134–135
 - work and passion, 131–144
 - Work-Life Questionnaire, 111–113, 133
 - Work-Style Scale, 120
- Z**
- Zappos.com, 49–50, 55

