

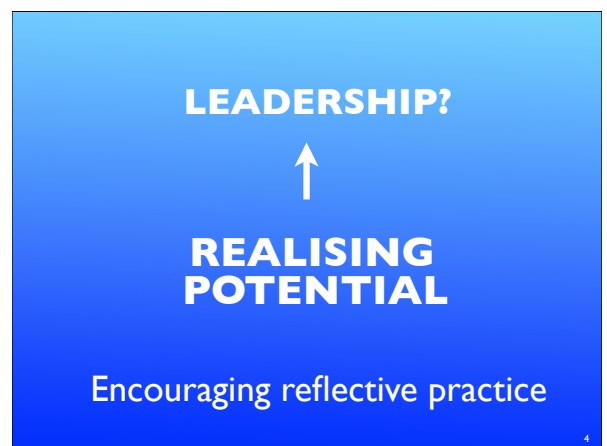
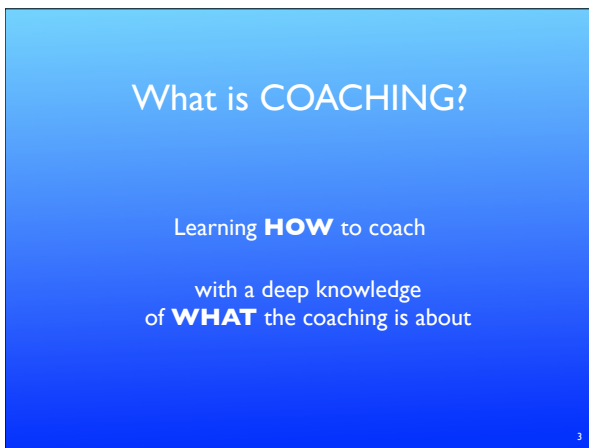
Bristol Institute of Public Affairs  
Critical Coaching Research Conference

3rd February 2010

Sue Congram C.Psychol

**Application of field theory in  
coaching and for reflective practice**

Selection of slides



## LIVING THE 'UNLIVED LIFE'



### LITERAL

A field bounded by hedges

### FIGURATIVE/ METAPHORICAL

Ice field  
Playing field  
Field of **coaching**  
Out there in the Field  
A field bounded by the topic

### PSYCHOLOGICAL

Where **"FIELD"** is a **process**, not a **thing**

A LIVING Field bounded by the here-and-now situation

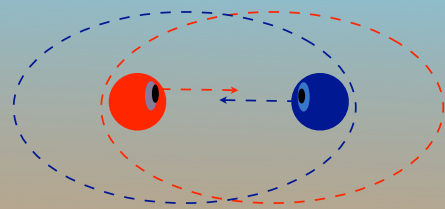
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### Our Living Field

an ongoing, never ending,  
emerging narrative  
a plot that unfolds  
a story that excites  
catching your eye  
calling a name  
seeing a face

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### Living Field in Coaching



Reflective space

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### Kurt Lewin called this 'Life Space'

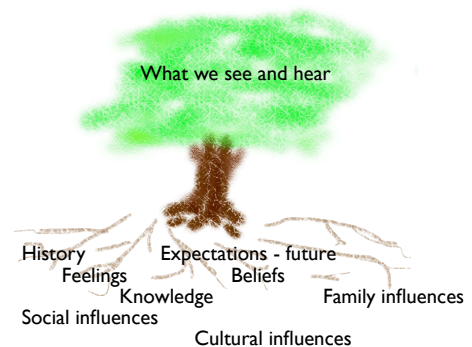
Difference between the figurative/  
metaphorical 'Field' observed from  
a distance (static)

... and the phenomenological Life Space  
in the here-and-now (dynamic)

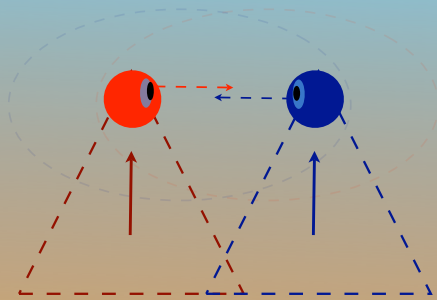
Many 'forces' interacting within  
Life Space

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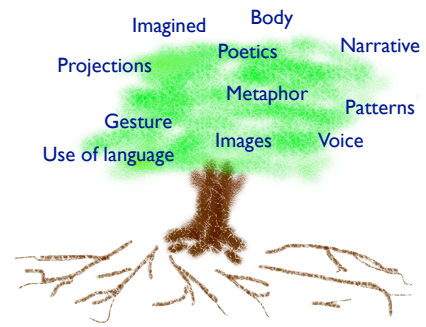
### Studying Life Space



## Life Space in Coaching



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**CLIENT** What is your story?

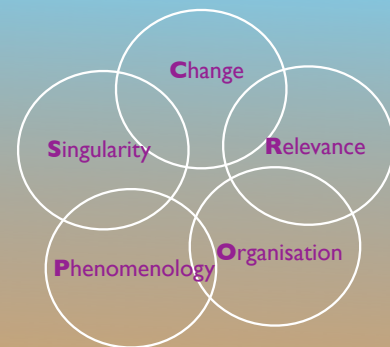
What deeply inspires you to do the 'WHAT' in your coaching (or work) ?

**COACH**

Reflect back only the images, metaphors and shifts in body and voice

*'I noticed a brief hesitation when you said ....?  
"you mentioned that it was like a long windy path .."*

## Principles of Field Theory



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## Principles of Field Theory in Coaching



Paradoxical theory of change

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## Principles of Field Theory in Coaching

The *possible* relevance of everything in the 'ground'

Bringing into awareness the unnoticed

Shifts and changes in the Life Space



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## Principles of Field Theory in Coaching

Organising principles beyond our control

Organising and re-organising beneath, around and through our own control tendencies

**Organisation**

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## Principles of Field Theory in Coaching

The unfolding of the coaching relationship

The past precipitates in the present

Future aspirations motivate us in the present

**Phenomenology**

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## Principles of Field Theory in Coaching

**Singularity**

Building on the  
unique qualities of

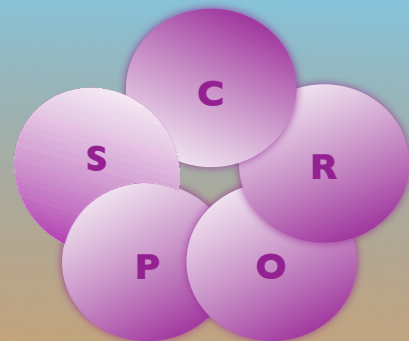
the moment

the individual

the stories told

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## Principles of Field Theory in Coaching



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