



Dr. Adrian Myers

Themenlab "Process-Research", 15. Juni 2016

Researching the Coaching Process through Q Methodology

Adrian's research into the coaching process is based on the application of Q methodology. Q methodology consists of providing research participants with a list of descriptors of a given domain of interest. Participants rank-order the descriptors in order to express their subjective impressions of that domain. The rank-ordering can be aggregated across participants and factor-analysed. The small number of factors extracted from the data represent the dominant subjective impressions of that domain of interest. In an early study, Bachkirova, Sibley and Myers (2015) developed an instrument (the Coaching Process Q-Set, CPQS) for analysing coaching sessions and used that instrument to explore the subjective impressions of coaches about their typical coaching sessions. Myers (2014) used the CPQS in his PhD research to explore the subjective impressions of coaches and clients engaged in naturally occurring or "one-off" coaching sessions. Adrian will argue that Q methodology and specifically, the application of the CPQS presents a useful method for exploring the coaching process. In particular, the CPQS enables individual coaching sessions to be described and differentiated in relation to other coaching sessions. It also facilitates a debate about what is important in conducting coaching sessions and calls into question the accessibility of the process of inter-subjective meaning-making from an observer perspective.

Key References

- Bachkirova, T., Sibley, J. and Myers, A. C. (2015) 'Developing and Applying a New Instrument for Microanalysis of the Coaching Process', *Human Resource Development Quarterly* 24(4), pp.431-462.
- Myers, A.C. (2014) *A Multiple Perspective Analysis of a Coaching Session* (Unpublished PhD thesis). Oxford Brookes University, Oxford, UK
- Watts, S. Stenner, P. (2012) *Doing Q Methodological Research – Theory, Method & Interpretation*. Sage: London.

Adrian Myers CPsychol Phd

Adrian is a senior lecturer at Oxford Brookes University (UK) where his teaching commitments include a range of coaching and mentoring programmes, including the Masters in Coaching and Mentoring and the Practitioner Doctorate in Coaching and Mentoring.

Adrian's association with Oxford Brookes University began in 2009 when he enrolled for a PhD. He completed this in 2014. The topic of the PhD is the subject of Adrian's talk. He became a full-time lecturer at Oxford Brookes in 2013.

Prior to joining Oxford Brookes, Adrian worked in leadership and management development with Ashorne Hill, a training and development organization in Leamington Spa (UK). Before working with Ashorne Hill, Adrian was a commercial manager in the UK steel industry.

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Adrian originally studied Modern Languages at University and then went on to complete a second degree in psychology. Over the course of his working career, he completed an MBA and then an MSc in Occupational Psychology. He is a chartered occupational psychologist and registered with the British Psychological Society and (UK) Health and Care Professions Council.

In addition to his teaching commitments, Adrian provides occasional coaching and leadership training and development services in a private capacity. His on-going research is in the coaching process and in particular, in continuing to explore the interactive process between coach and client. His particular interest is in Q methodology as a means of investigating coaching process.

Adrian is married with 3 grown-up children. In his more distant past, Adrian enjoyed competitive swimming both a junior and masters levels. He still swims regularly but no longer at a competitive level.

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