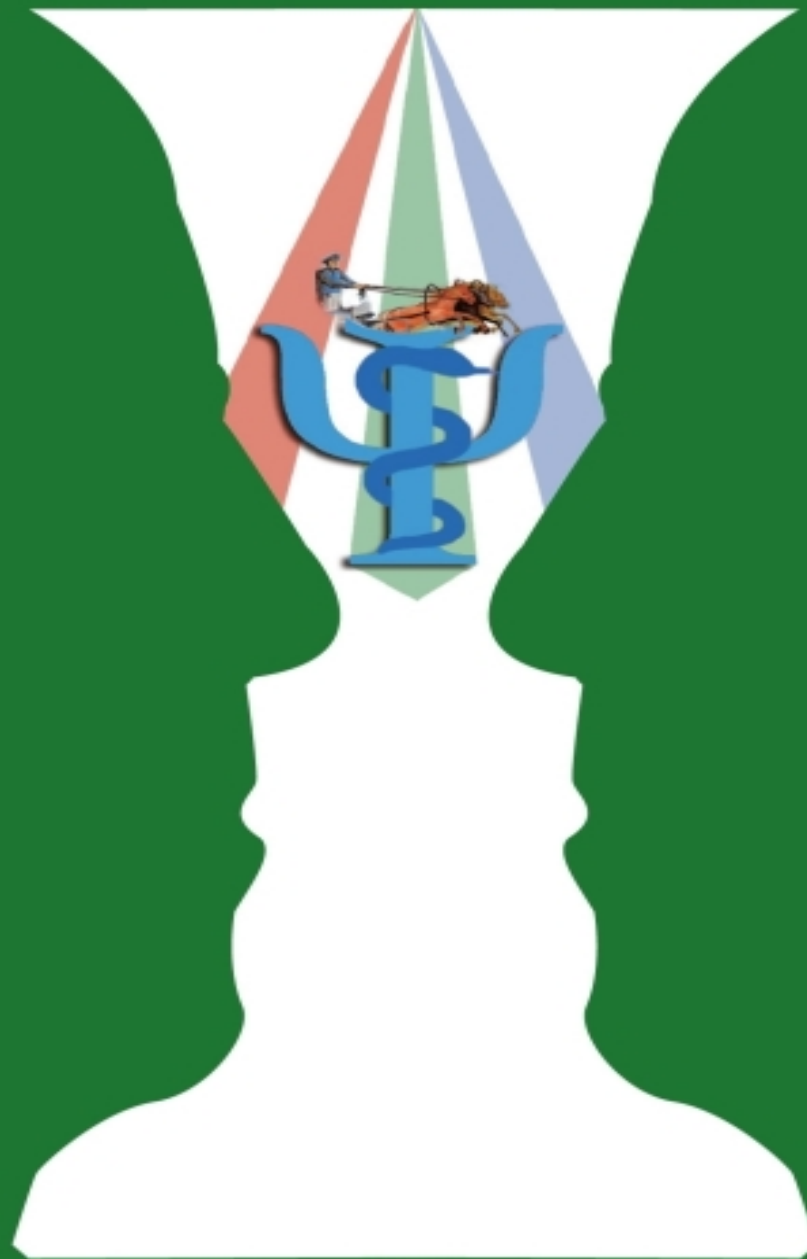


Adalbert Bader

# LOTSE Coaching - a very effective form of individual and group training for personal growth



tredition®

Adalbert Bader

**LOTSE COACHING – A VERY EFFECTIVE FORM  
OF INDIVIDUAL AND GROUP TRAINING FOR  
PERSONAL GROWTH**

© 2014 by Adalbert Bader. All rights reserved.

Contact:

<http://www.lotse-coaching.de>

<http://www.lot-coaching.de>

<http://www.bord-coaching.de>

<http://www.personal-fitness-coaching.de>

Publisher: tredition GmbH, Hamburg

ISBN Paperback: 978-3-8495-9732-0

ISBN Hardcover: 978-3-8495-9733-7

ISBN e-Book: 978-3-8495-9734-4

No part of this publication may be reproduced, stored in a retrieval system, or transmitted, in any form or by means electronic, mechanical, photocopying, or otherwise, without prior written permission of the author and the publisher.

Bibliographic information published by the Deutsche Nationalbibliothek.

The Deutsche Nationalbibliothek lists this publication in the Deutsche Nationalbibliographie; detailed bibliographic data is available on the Internet at <http://dnb.d-nb.de>.

# CONTENTS

Prologue

1. Introduction

2. Coaching. History of Coaching. Theories and psychological schools

2.1 History of Coaching

2.2 Theories determine Coaching

2.3 Psychological schools and their influence on the development of Coaching

2.4 LOTSE Coaching: Annotations for its comprehension

2.5 Approach to LOTSE Coaching Training

2.6 LOTSE Coaching to guide solutions and results

3. Characteristics of the cognitive and affective processes

4. The personality: Sketches for a better comprehension

4.1 Its regulatory function in the behavior of the subject

4.2 Cognitive and affective processes: Relation with the personality in the regulation of the subject behavior

5. Methodology aspects

6. Analysis of the results

7. Final conclusions

8. Recommendations

Annex

Annex 1 LOTSE Coaching Questionnaire

Annex 2 Questionnaire by phases

Annex 3 Questions by categories

Annex 4 Evaluation of Cuban students (Beginning)

Annex 5 Evaluation of German students (Beginning)

Annex 6 Evaluation of Cuban students (End)

Annex 7 Evaluation of German students (End)

Annex 8 Comparative study: German and Cuban students (Beginning – End)

Annex 9 Cognitive, affective, and volitive processes for each of the phases

Bibliography

## PROLOGUE

All the work I have been engaged upon for years with the aim of achieving personal growth and enrichment, through working in both an individual and group context through LOTSE Coaching, led me to the decision to dedicate my future professional path to intensifying study and investigation through this structured programme. LOTSE Coaching, which is a programme of personal training aimed at social and individual growth with a small social macro environment, has encouraged me to strive to develop my social capacities and social intelligence. It has continued to motivate me more and more each day in my meetings and contacts with students who underwent this training at university.

This program became deeper over my six years of work as a teacher and trainer of LOTSE Coaching, working with over 300 students at three German universities (Ulm, Karlsruhe, Stuttgart) within the various faculties of engineering, natural and social sciences, informatics, economy, physical culture, pedagogy and psychology. I used individual and group coaching training, and also worked the University of Las Tunas, Cuba, with students of the faculty of social communication and law.

LOTSE Coaching as program of communication and social conduct contains forms and methods of training that enables the solving of difficulties and breakdowns in social relations and proper forms of communication. It also modifies psychically affected or suppressed processes that can be cognitive, affective or volitive. With this training,

which is based on the optimization of the different areas of life where the psychic processes manifest themselves, the authentic social growth of every human being can be achieved that facilitates him to face the difficulties of life, to be capable of growth by learning from his own difficulties, and of developing and being himself.

Since December of the year 2008 to December of 2009 I received a course in psychotherapy Diploma in Psychotherapy and Hypnosis with a work of diploma entitled: "The LOTSE Coaching Training: Comparison between a group of German and Cuban students". That was presented in The International Congress of Psychology, in April of 2011, at Cienfuegos's city in Cuba.

In this work, in addition to evaluate the effectiveness of the program in the groups of students that were involved, the LOTSE Coaching is linked with the main psychological schools that served as base for the scientific analysis of the obtained results, demonstrating the importance of the foundations, theory and methods of these schools, as they are Classical and Orthodox Behaviorism, Neo-Behaviorism, Humanism and in parts the Gestalt school. The LOTSE Coaching having its concrete orientation in these schools, in each of the phases, stimulates and uses the right creative part of the brain with symbols (language through paintings) and metaphors, including the roles inside the seminar group and besides with the use of suggestions.

In the year 2010 I received a second diploma in psychotherapy called "Diploma in Psychotherapy of the Gestalt and Statistical Methods Clinical Research" which assigns special importance to the psychic processes

inside the worked phases specifying the incidence and prevalence of every one of the processes and besides the study of other treatments of psychotherapy to make a comparison and to use methods and elements inside the LOTSE Coaching. With the goal of diversifying the statistical methods with the SPSS and in this way when finishing I accomplished a work of diploma called "The LOTSE Coaching as way of training and development of the cognoscitive, affective and volitive processes of the individual for the social growth".

The empirical and theoretic work of these two years has demonstrated the close relation between psychology and Coaching. Besides it exposed in each of the applied phases, using the symbiosis of the science with the method and the possibility that psychotherapy offers us and inside of it, psycho-corrective methods, in order to modify, to change and to eliminate aspects of the life of an individual that affect his psychic status, as well as reinforcing those positive statuses that feed his well-being.

We gave ourselves to the task of elaborating this book based on the cohesion of the two works of diplomas like a system which evaluated results of teaching and application, that it could become in a didactic system or training program in the individual application of Coaching or groups training as well as in the formation of capable people to exercise the coach function.

For the importance for the personal growth and for the individual's well-being, bearing in mind the need of every human being of feeling in balance with himself inside the world that surrounds him and for everyone to be capable of presenting himself in front of society, with a



comprehensive and versatile development, enriched every day with better quality and bigger sense for his life, we want to take to you this creation put at your disposal.

# 1. INTRODUCTION

The constant development and evolution of the technological advances, internationalization of the market, transformation of social moral standards, among others, can be reflected on the people in a series of strategic, psychological, structural and cultural implications, when bearing in mind that every process of change generates conflicts.

The manifestation and expression of the contemporary man within society put him in the center of an urban society, technologically advanced, competitive and depersonalized therefore quite critical, a scientific opening in search of new therapeutic alternatives that, from the psychology, give ways to more perceptive solutions to the psychological disorders he confronts and for him to maintain and achieve a potential of humanization to a high level of possession become necessary.

In the presence of such attempts the human being positions himself in front of this modernity with questions like: "Who are we?", "What do I desire?" and "How do I get it?", and "How do we live?" Redefining his conceptions on good, happiness, justice, and loyalty between others.

Investigations have been accomplished about the soma, the social connections, of the very society in which the individual develops and of the influence of culture, imposed standards and habits in his behavior.

Individuals live, grow up developing and coming face to face ever since they are born, first to their family like a primary cell, and to the world that surrounds them in general and like bio-psychosocial beings they learn a series of attitudes and conducts in front of the situations that

the life presents them from where they receive positive or negative stimuli.

The social-historical subject is the only living organism that possesses self-awareness as the manifestation of a self-appraisal aware of his own behavior.

Its main function is the formation of objectives of the activity in which they think and weigh motives, the volitive decisions to introduce necessary corrections are considered, intervening that way the world of emotions and feelings. With the intervention of their cognoscitive and affective processes, expressing them through their behavior in the very volitive level.

The cognoscitive process of reality cannot be separated from the life's emotional experiences, of the man's relation with the environment in which he finds and manifest himself in, through which is produced this knowledge itself.

The notion of "the social situation of development", introduced by Vigotsky and developed by L. I. Bozhovich and collaborators expresses the relationship between the individual's living conditions and his psychological particularities, what conditions the dynamics of the psychic development. (Bozhovich, L. I, 1976, 93-99)

This Social Situation of Development (SSD) comprehends the relation between the position that occupies in the system of the accessible social connections, the external and internal position of the individual, in each phase.

The study of the activity as system enables the study of the unity of the cognoscitive and affective. Analyzing the cognoscitive activity there is a need to raise then this departs of determined motives, chases a determined objective, in its composition we found determined actions and operations; the psyche takes part in its integrity.

F. Klix and his collaborators of the School of Berlin refer that the cognoscitive processes should be studied in the frame of the activity of the subject.

It is in this frame where the interrelation of the aforementioned processes, the unit of the cognoscitive and the affective, the psyche as system can become patent. That is, this approach makes possible the study of the cognoscitive processes in the personality's frame.

Now like principle of the relation of the psychic processes with the personality are presupposed very significant aspects like the following:

- 1) The necessary union of the cognitive and the affective, surpassing the specifically procedural orientation in the study of the psyche.
- 2) The existence of several levels of organization and hierarchy, of the psyche, on the basis of its cognitive-affective nature.
- 3) The existence of psychological formations of different nature and levels of integration of these formations among themselves.
- 4) The necessary implication of any psychological element in more complex synthesis of self-regulation, inside of which it changes its own qualitative nature.

The man's active and creative character is explained itself precisely for the fact that he is a social being, a representative and active component of the society, whose personality is not more than an individualized reflection of it and it leads to the creation of the cultural life that characterizes mankind.

In consequence, due to it, the most remarkable and characteristic deterministic factor of the human adult psychism is self-regulation, the relative autonomy of the personality (González Serra, 1985).

The psychic self-regulation departs from the interpolar contradiction: The internal conditions of the personality (properties, character, capacities, temperament and the psychic statuses) and the cognoscitive reflection of the external world (in its spatial and temporary dimensions: past, present and future). Between both poles mediation takes place: The cognoscitive image of oneself. (González Serra, 1985)

The cognoscitive, affective and volitive processes, constitute the whole base for the development of structure of the personality and the human being's enrichment more optimistic every day and capable to solve the new situations of life.

The individual feels like new, in front of new conditions that show up and it is there when these conflicts begin (external and internal) and the fight of motives that can generate stress-producing situations for which he is supposed to feel prepared.

These characteristics or the man's unique particularities allow the study and elaboration of effective treatments with large possibilities of enriching form to himself, where the man is the owner of his acts and the

creator of his steps through life and to be able to face of objective and efficacious form the new challenges that these living conditions impose, as specific treatment it Coaching can be found, that is a special form of personal training.

The personal Social-Psychological Training Coaching concentrates on the successful solution and not on the problem itself. There are two forms: If it is a single person's training it is called individual Coaching; if it is a group training it is called group Coaching. The intention and objective of it is to grow the individual's social intelligence including the emotional and behavioral processes to improve the personal and communicative aptitudes, decreasing the statuses of frustration and of stress, offering him, feeling like new positively in front of the path that will be drawn in the moment he is living.

Coaching's different forms split into:

- Loesungsorientiertes Erfolgs Coaching (LOTSE Coaching) – Coaching concentrated on the successful solutions (CSE)
- Loesungsorientiertes Tiefenentspannungs Coaching (LOT Coaching and Hypnotic-Coaching) – Coaching concentrated on the deep relaxation and hypnosis (CRH)
- Body and Mind Rhythm Conditioning Coaching (BORD Coaching) – Coaching concentrated in the body and in the mind developing a rhythm for conditioning (CCMRC)
- The set of three: Personal Fitness Coaching – Coaching that promotes the corporal and psychic fitness with especial methods of Coaching

In this integration of investigations we will work with the LOTSE Coaching as a central method.

The LOTSE Coaching like psycho-corrective training establishes through rational and persuasion techniques the method to the successful solution to the most significant problems that affect the individual. The intention is having an effect right into the affective processes and in the change of the conduct but besides it operates in the cognoscitive processes of the individual to achieve a favorable sense for new options in life and to achieve his own solutions, the individual is able to work for his own positive changes and to go step by step achieving a welfare state or an emotionally pleasant status, opening new doors on his way toward the psychic balance. With the method of experimenting the positive way in his conduct, a positive conditioning of the conduct with feedbacks like reinforcement is achieved step by step.

The subject has to activate the processes of thought on emotional stimulations that allow him to modify and change his conduct, he cannot be passive intellectually or behaviorally.

Departing from the importance of demonstrating our integrative system's effectiveness and enriching it to correct the affective and the behavioral knowledge's spheres, we presented the following scientific problems exposed in these two investigations:

- Does the LOTSE Coaching constitute an effective method like personal training so that the individual manages to confront his life successfully?
- What is the influence and effectiveness of LOTSE Coaching training for development and modification of the cognitive