

Wellness Coaching as Preventative Mental Health Support

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Coaching is Not Counseling

Counseling	Coaching
Confidential services	Private, not confidential
Counseling center staff are licensed mental health professionals	Wellness coaching staff are a mix of professional staff, graduate and upper-level undergraduate students with specific coaching training
Trained to create a safe and supportive space to identify feelings	Trained to help the student see where they are, provide tools and find ways to move forward
Provides consultation and treatment for mental health concerns.	Supports by enhancing holistic well-being, mental health promotion and overall success
Coping oriented	Action oriented
Helps identify and solve problems	Helps set and achieve goals
Counselors come alongside the student on their journey toward resolving or managing these concerns.	Coaches believe students are the expert and help them identify and trust their distinctive voice to support decisions for their preferred outcomes.

Wellness Coaching: A Proactive Solution

- Promotes a holistic approach to well-being
 - Skills and resources for college and beyond
- Supports coordination of services
 - Mental Health Screeners
 - Referrals to other campus services
 - Support in scheduling with other departments
- Destigmatizes help-seeking
- Focuses on actionable goals

Models, Theories, Approaches



The Transtheoretical (Stages of Change) Model

Motivational Interviewing

Positive Psychology

Self Determination Theory

Growth Mindset

The Coaching Process

- Determine readiness through the Transtheoretical Model/Stages of Change
- Explore & craft vision
- Determine area(s) of focus
- Set goal(s) & action steps
- Establish accountability & support
- Track & evaluate progress
- Address barriers & develop solutions

UF Benchmarking: 30 Institutions

- Housed in varying institutional areas
- Cost to student:
 - Free = 26
 - Fee based = 2
 - Hybrid = 2
- Coaching Model:
 - Pro-Staff = 18
 - Peer-Based = 3
 - Hybrid = 9
- Coach Training:
 - ICF (Wellcoaches, Real Balance) = 9
 - Other certifying body (ACE, Cooper, Total etc.) = 6
 - Other training (in house training, education and experience) = 17

Coming Soon: White Paper on Wellness Coaching in Higher Ed with information on starting and expanding programs



Wellness Coaching in Higher Ed: Guiding Principles

International Coaching Federation - ICF

- Code of Ethics
- Core Competencies

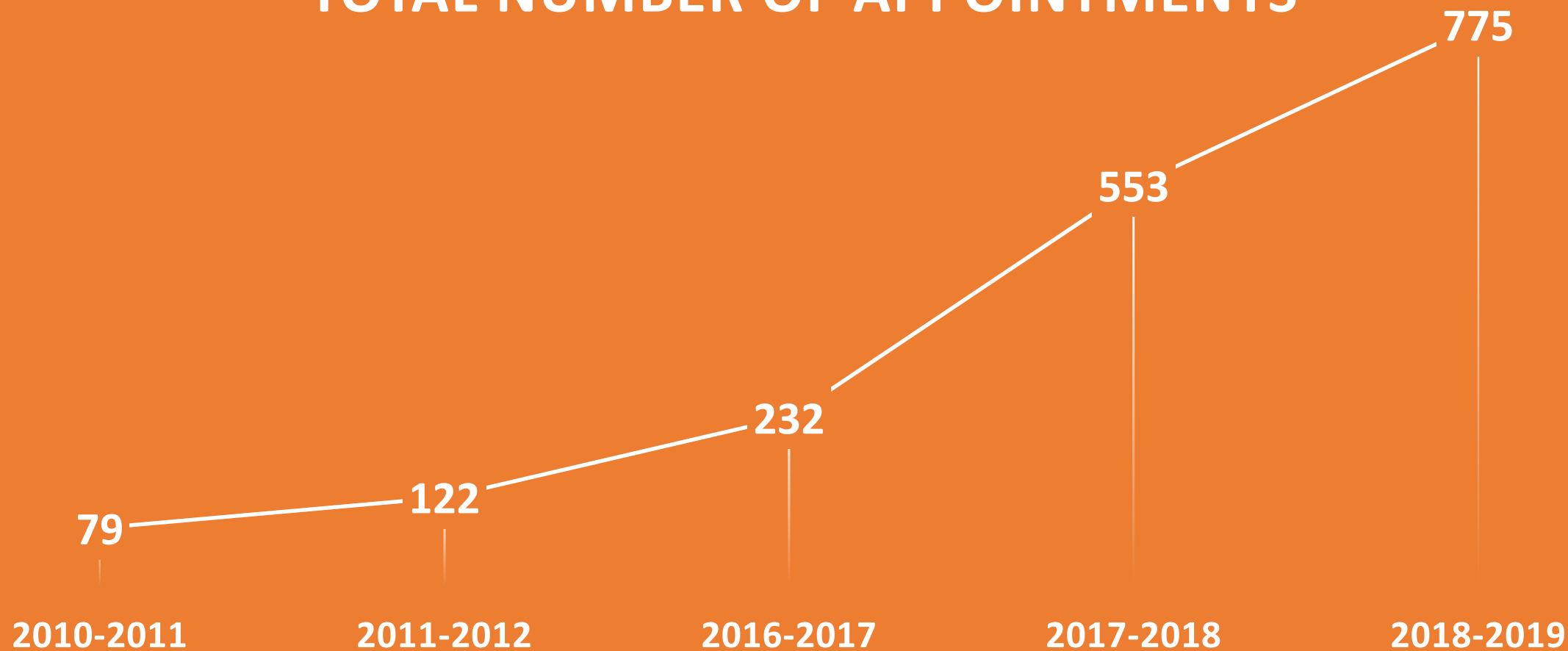
National Board for Health and Wellness Coaching - NBHWC

- Scope of Practice
- Code of Ethics

ACHA Standards of Practice for Health Promotion

Program Growth

TOTAL NUMBER OF APPOINTMENTS



Behavioral Action Plans

Time Management	70.4%
Stress Management	40.5%
Sleep Habits	30.3%
Test Taking/Study Skills	24.6%
Active Living	18.7%
Social Connections	16.8%
Eating Habits	11.4%
Other	10.6%

“I like the personal coaching aspect and how they try to understand all of the students life and perspective to make a personalized plan. Has really helped me be happier and overcome adversity.”

– UF Student

Behavior Change Measures

- ▶ After second appointment, students reported increases in:
 - ▶ **Helping Relationships:** Using social support in improving health behavior
 - ▶ **Counter conditioning:** Substituting healthier behaviors for unhealthy behaviors
 - ▶ **Consciousness Raising:** Learning new facts, ideas, and skills to support behavior change

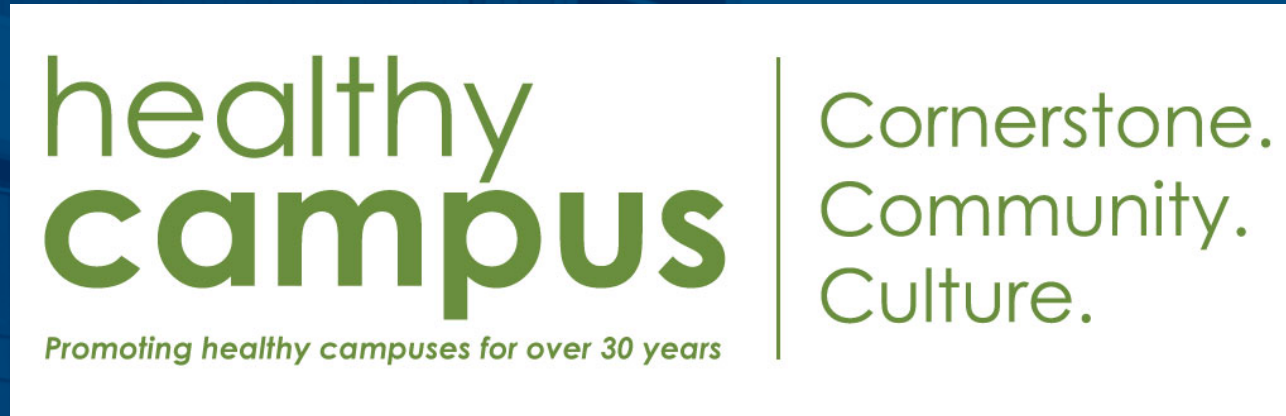
Impact on GPA

- ▶ Students who came to more than one Wellness Coaching session had a statistically significant ($\alpha=0.05$) increase in their term GPA.

	MEAN TERM GPAS			
	SUMMER 2018	FALL 2018	SPRING 2019	SUMMER 2019
Initial + Follow-up	3.46	3.37	3.40	3.47
Initial Only	3.30	3.24	3.18	3.21
Mean Term GPA Increase	0.16	0.13	0.22	0.26

“I have learned and keep learning new things to help improve my academic and personal life. My mental health has improved a lot since I started and it keeps doing so. GatorWell Wellness Coaching has really improved my academic performance and my overall confidence.”

– UF Student



Purpose: The Healthy Campus Framework empowers campus communities to improve health and well-being. It is the process of helping campus communities-

- Become the ***cornerstone*** of the campus by striving toward **health equity and eliminating health disparities**
- Support a ***community*** that increases **academic success**, student and faculty/staff retention, and life-long learning
- Create a ***culture*** where social and physical environments promote health