

Responding to Emergent Mental Health Issues in the Context of Leadership Coaching: Competence vs. Confidence

Description:

Organizational leaders are not immune to developing mental health issues. At times, leadership coaches may be faced with responding to a client's emergent mental health problems. While some coaches with clinical backgrounds are trained to recognize and treat mental health problems, others may have no such training or experience. As a result, they may lack the competence and confidence to respond appropriately in these situations. Even those with past mental health training may be unsure how to best respond when mental health symptoms emerge in a coaching rather than therapy relationship.

Despite the desire to help one's clients, a bright line must exist between therapy and coaching. This boundary is especially important when one lacks proper training to recognize and respond to mental health issues. At the same time, does this line mean that leadership coaches should ignore common signs of mental illness since coaching is not psychotherapy? Does something exist between the extremes of inaction and providing therapy? What CAN coaches do to competently support their clients should signs of mental health issues arise?

As both clinicians and leadership coaches, the session presenters are well aware of the intersection of mental health issues and coaching. In this skill-building session, they will address ways to professionally and ethically address mental health issues in a coaching context. Their presentation is grounded in well-researched, common practices found in the field of mental health. They will discuss the differences between recognizing vs. assessing mental health issues; how to draw appropriate professional boundaries while remaining supportive and validating; how to recognize your own level of competence when responding to a coachee's emergent mental health problem; how to take tangible, supportive action; and ways non-mental health professionals can gain appropriate training to competently and confidently respond to a coachee's emergent mental health problems.

Learning Objectives:

1. Describe at least 2 actions a non-clinician or layperson could take in order to support someone with a potential mental health issue.
2. Determine and delineate my level of competence with regard to mental health diagnosis and treatment and make use of the appropriate ethical guidelines in order to best serve my clients.
3. Describe 3 differences between recognizing vs. assessing mental health issues.

Target Audience: Post-Doc/Early Career and Mid-Level Psychologist

How to Access:

- At APA 2020 Portal
- For 1.25 CE* at SCP OnDemand
- Live Q/A Discussion on Sat. 8/8 at 5:00pm EDT over Zoom ([Click](#))

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Presenters:



Julia Corcoran, PsyD

Dr. Julia Corcoran is a Licensed Clinical Psychologist and Board Certified Coach with 15+ years in multidisciplinary settings doing program development and evaluation, project management, consultation, curriculum development, training and teaching, speaking and facilitation, people management, and supervision, and over 9 years delivering evidence-based interventions through psychotherapy, psychological testing, crisis intervention, and coaching. Dr. Corcoran has a passion for all science-backed paths toward mental health and thriving, and is experienced in developing novel solutions by applying broad and deep knowledge in behavior change, psychology, learning, and systems functioning. Some examples of new programs include adapting ethical guidelines for virtually-based coaching, intensive coach training programs on diversity, equity, inclusion and belonging; and coaching related to a newly developed leadership assessment. Dr. Corcoran has years of training and practice working with both high- and lower-functioning populations, and as a leader across a wide variety of settings such as healthcare, corporate retail, academia, community mental health, startups and small businesses.



Sarah Greenberg, MFT, MEd

Sarah Greenberg is a licensed psychotherapist and prevention specialist with a passion for creating scalable programs, products, and interventions that promote large-scale mental health and wellbeing. Prior to joining BetterUp—a mobile-first leadership coaching platform—as one of the first employees, Sarah spent nearly ten years in clinical practice, social justice work, and crisis counseling. Sarah's motivation for making the science of human development accessible is informed by rigorous training in Prevention Science at Harvard University combined with an immersion in mind-body psychotherapy at the California Institute of Integral Studies. Sarah is also the Founder and Director of Kabudula Education & Empowerment Project (KEEP), a part of World Altering Medicine focused on improving education in Malawi. You can find Sarah's work featured in outlets such as Psychology Today, Fast Company, Stylist Magazine, Forbes, Bustle, and Inc., and she is a certified Mental Health First Aid Instructor.