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# Characteristics of a Person-Centred Coaching Approach

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## **Purpose:**

There is a need to better understand a person-centred approach to alpine ski-coaching, including the intention behind coach behaviors. This paper takes a holistic approach and focuses on coaches' inter- and intra- personal knowledge. Humility is proposed as a guiding principle, and a conceptual model (POWA) is presented. This study takes a critical realist perspective and uses a purposive sampling strategy.

## **Methods:**

Inclusion criteria required participants to be recognized by themselves and others as person-centred in their approach to coaching. To collect data, the learners wore a chest-mounted GoPro camera for the duration of a ski lesson. Using stimulated recall interview, the video footage was reviewed to assist in recall and interpretation of experiences between the coach and the learner. Follow up interviews with each coach took place within 48 hours of filming and a thematic analysis was conducted on the interview data where overarching themes were established.

## **Results:**

Four major themes emerged that identify causal mechanisms contributing to person-centred coaching. The four themes, of perspective (P), other-centredness (O), willingness to learn (W), and accurate self-assessment (A), were organized into POWA, a conceptual model of humility. Consistent with a critical realist methodology, definitions of humility were considered during analysis. Participants in the study adopted qualities associated with humility.

## **Discussion:**

The paper explains that the four themes in the study offer a potential roadmap for person-centred approaches to sport coaching. The study notes that it is unrealistic to expect coaches to exhibit qualities from the four emerging themes at all times. Using a balanced approach to guide person-centred intent has the potential to offer coaches a reflective tool to appraise their delivery, to guide decision making, and to structure the teaching of how to be person-centred.

## **Implications and Conclusion:**

Adopting a critical realist perspective allowed the researchers to shed light on mechanisms that are activated by coaches who have been recognized to value a focus on the person as well as the athlete. The findings support a conceptual model (POWA) to guide person-centred approaches. There is an urgent need for empirical research to better understand the conceptual components of humility in applied coaching settings.