

## **Abstract by David Sharpley**

### Creating Positive Change in Challenging Times

A resilient mindset, which enables people (in the words of Nelson Mandela) to say *I never lose. I either win or learn*, can be developed over time. However, the process of achieving intentional change is rarely easy, particularly when we are faced with uncertainty. This presentation explores the elements that help people develop resilience and contribute to positive engagement with other people. Concepts from self-determination theory and principles of autonomy-supportive leadership are linked to practical steps to enhance *Purposeful Conversations*. The presentation identifies how a coach can apply 'AIMS' that build on increased awareness, insight (of context and interdependencies), meaningful action and appropriate support. The importance of *Superordinate Principles* in helping people respond to challenges (and maintain progress) are also discussed. In summary, coaching can help align values and guiding principles, which add focus to goals and personal priorities. The process is designed to support progress towards positive outcomes.