



Physiotherapist Hero Complex



Jim Millard

Compass Interactive Workshops (Dave Walton and Jas Dhir)



Mulligan Concept



Lifemark Health



Coaches Training Institute



@BodymechJim



@jim_millard



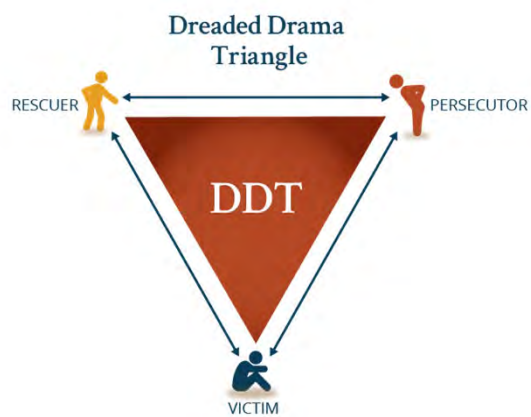
1988

1988





Dreaded Drama Triangle (Karpman 1968)



Compliance?



What Do Therapists Want?

- Motivation
- Adherence (vs Compliance)
- Empowerment
- Outcomes

What Do Our Patients Want?

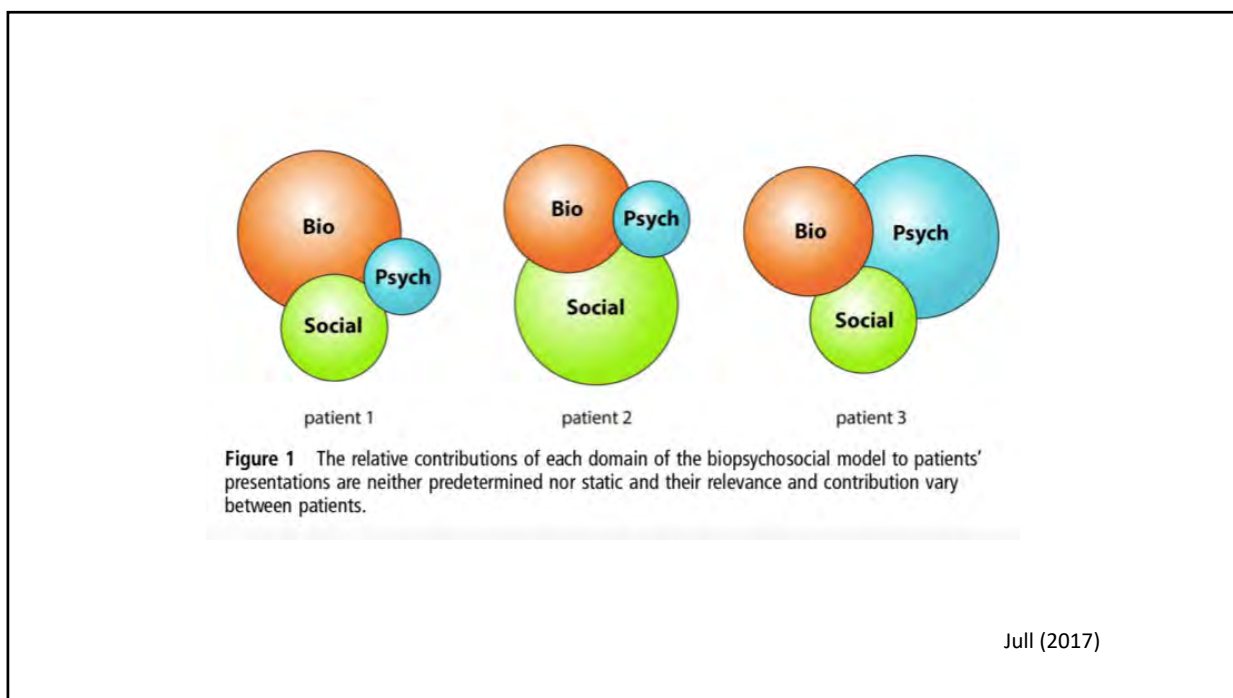
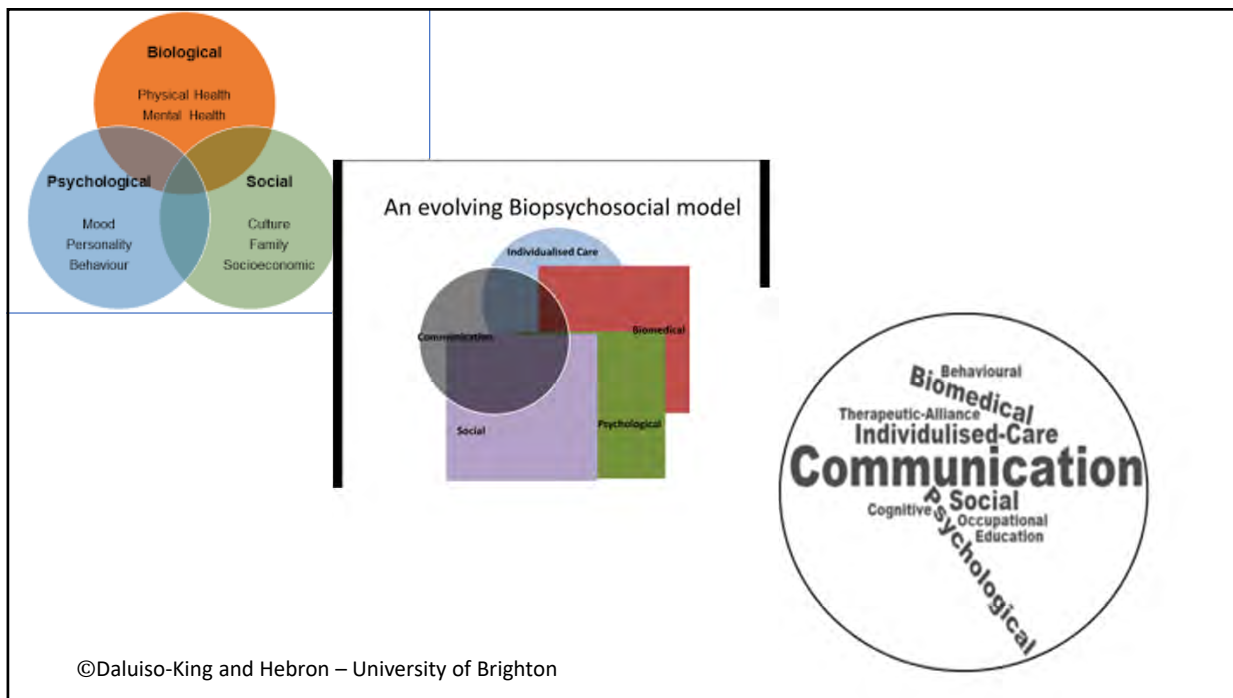
- Empathy
- More Effective Communication
- To Be Listened To
- Reassurance
- Collaboration
- Validation and Understanding
- Asked Expectations
- Involved in Own Care
- Resources
- Clear Agenda
- Flexible Plan

(Hush 2011, Stenner 2018, Holopainen 2018)

Therapeutic Alliance



Autonomy



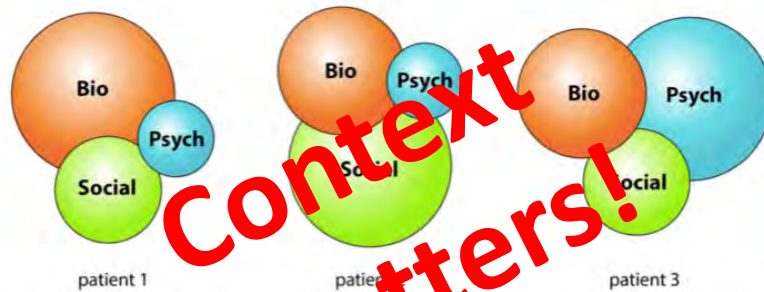


Figure 1 The relative contribution of each domain of the biopsychosocial model to patients' presentations are neither predetermined nor static and their relevance and contribution vary between patients.

Context Matters!

Jull (2017)

Clinician Wants

- Motivation
- Adherence
- Empowerment
- Outcomes

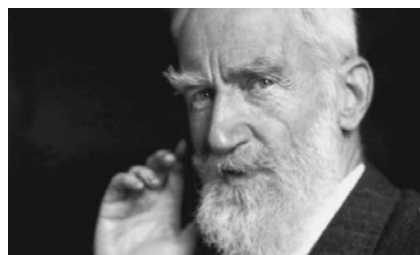
Patient Wants

- Therapeutic Alliance
- Autonomy
- Outcomes



“The single biggest problem in communication is the illusion that it has taken place!”

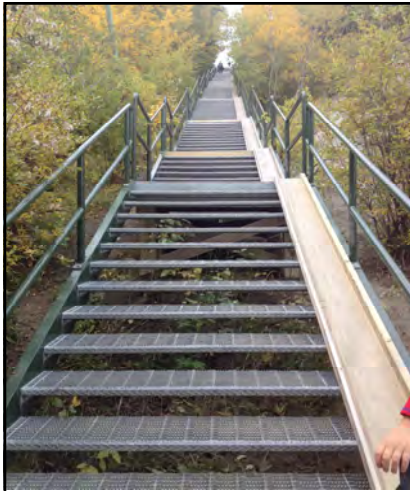
George Bernard Shaw



Change Agents

“Possessing the knowledge and skills to facilitate behaviour change must be viewed as a clinical competency for contemporary physiotherapy.”

McGrane, Cusack, O'Donoghue and Stokes
Physical Therapy Reviews 2014 Vol. 19 No.2



Motivation Strategies for Physiotherapists

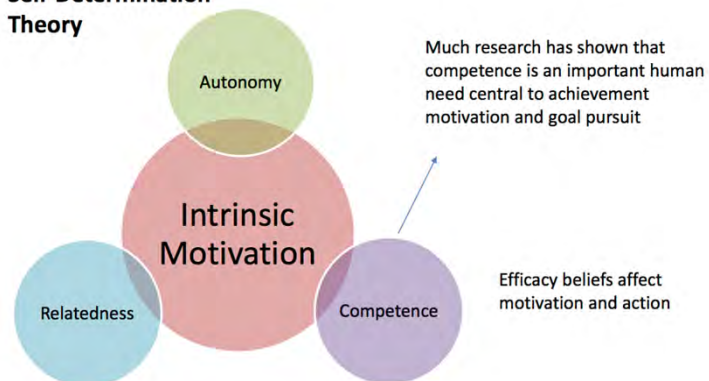
Self Determination Theory
Cognitive Behavioral Therapy
Social Cognitive Theory
Motivational Interviewing

McGrane, Cusack, O'Donoghue and Stokes
Physical Therapy Reviews 2014 Vol. 19 No.2

Motivation Strategies Common Themes

Intrinsic is Better
Autonomy
Empathy (Relatedness)
Self Efficacy (Competence)
Planning as a Team

Self-Determination Theory



Ryan and Deci 2000

Autonomy Support

- Patient Focussed
- Patient Driven
- Asking About Values, Preferences and Goals
- Listening
- Non Judgemental

Linear

What is the matter
with you?



Circular

What matters
To you?

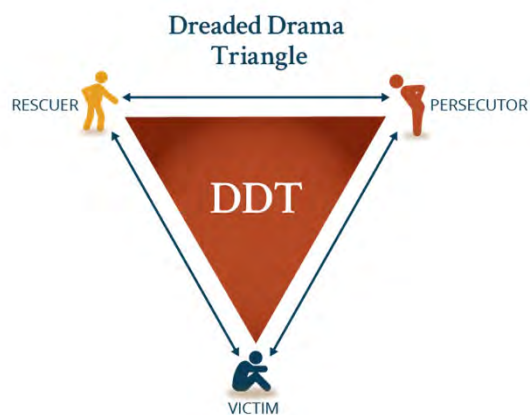




Coaching?

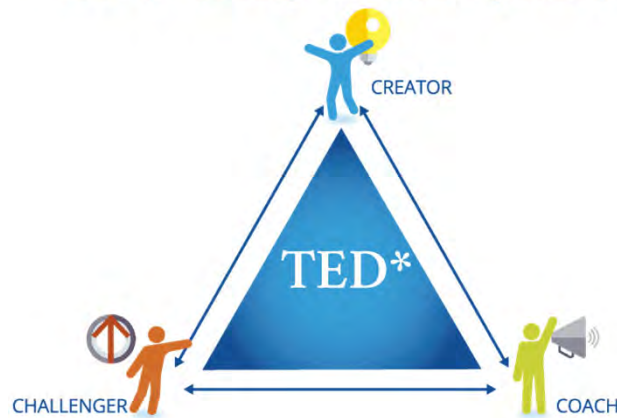


Dreaded Drama Triangle (Karpman 1968)



The Empowerment Dynamic (Emerald 2005)

TED* (*The Empowerment Dynamic)[®]



Shift Happens!



Emerald (2005)

Cognitive Functional Therapy

Physio Centered Care

Biomedical Thinking
 Physio-centred Communication
 Physio as Fixer
 Reliance on Passive Rx
 Treatment Oriented
 Fosters Dependency



Relationship-Centered

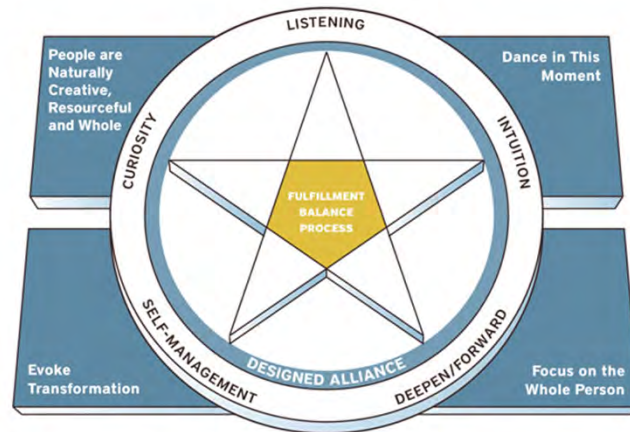
Biopsychosocial Thinking
 Person-centred
 Physio as a Coach
 Active Approach
 Goal Oriented
 Fosters Independence

Peter O'Sullivan (2019)

Coaching

A *collaborative interaction* based on the assumption of strength and capability of the client to determine what is best for him or her. It is a directed and structured *conversation* because it is emboldened by *respect, openness, compassion, empathy, and authenticity* on behalf of the coach and client. The coach's role is to *empower clients* to make choices based on their values; to hold clients accountable for their decisions and actions; and to support clients either in self-learning and/or moving forward towards their goals.

Coaching



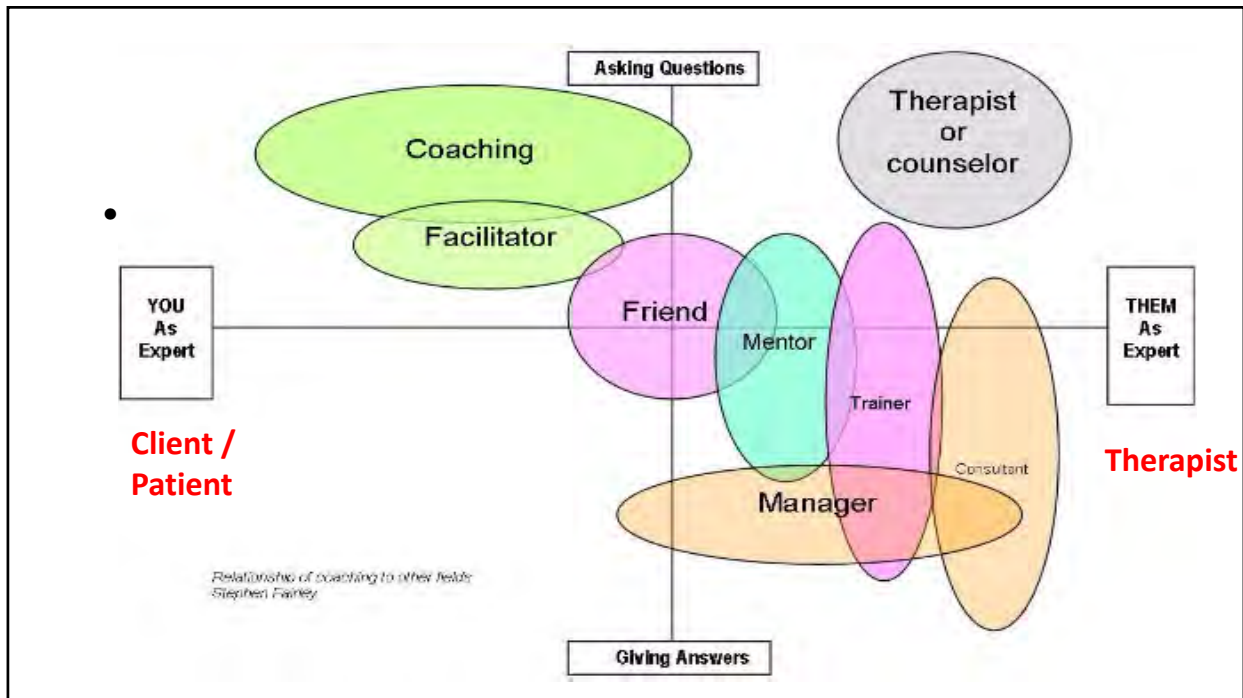
<https://coactive.com>

Coaching has all the Ingredients to Motivation and is a vehicle to Adherence (Change)

- Designed Alliance – Communication and Planning
- Empathy
- Autonomy Support
- Self Efficacy

“Motivational Coaching” (Jennifer Irwin and Don Morrow-Monarch System)



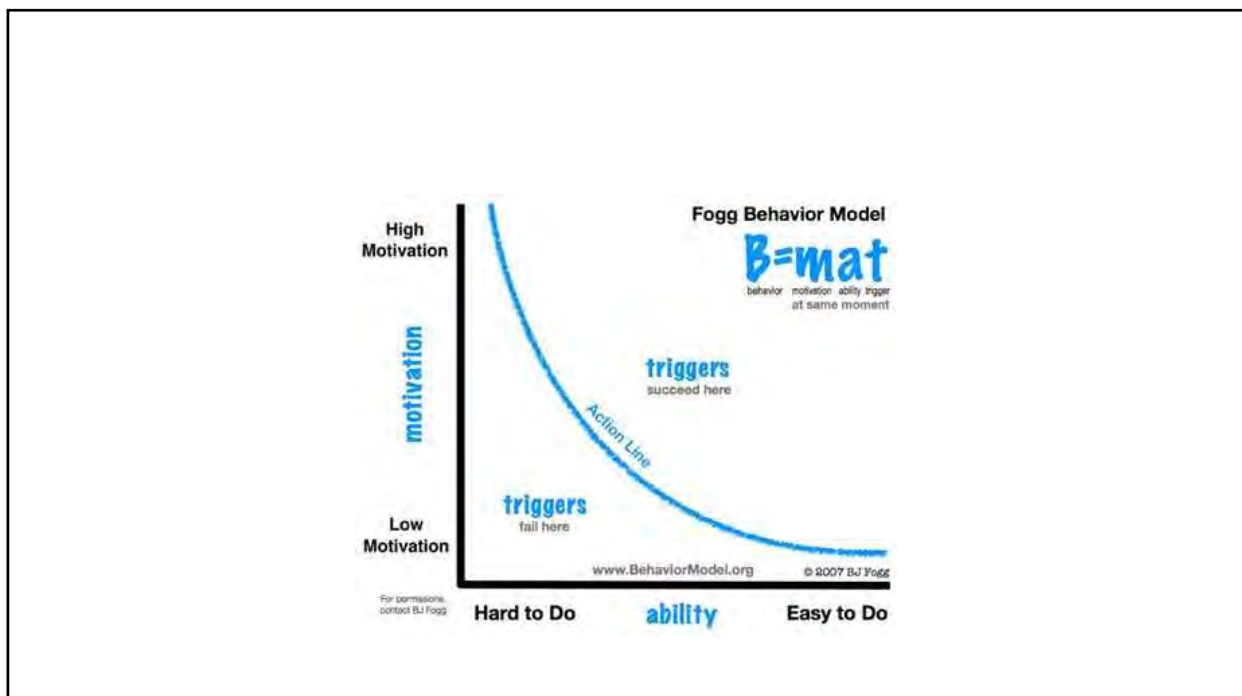
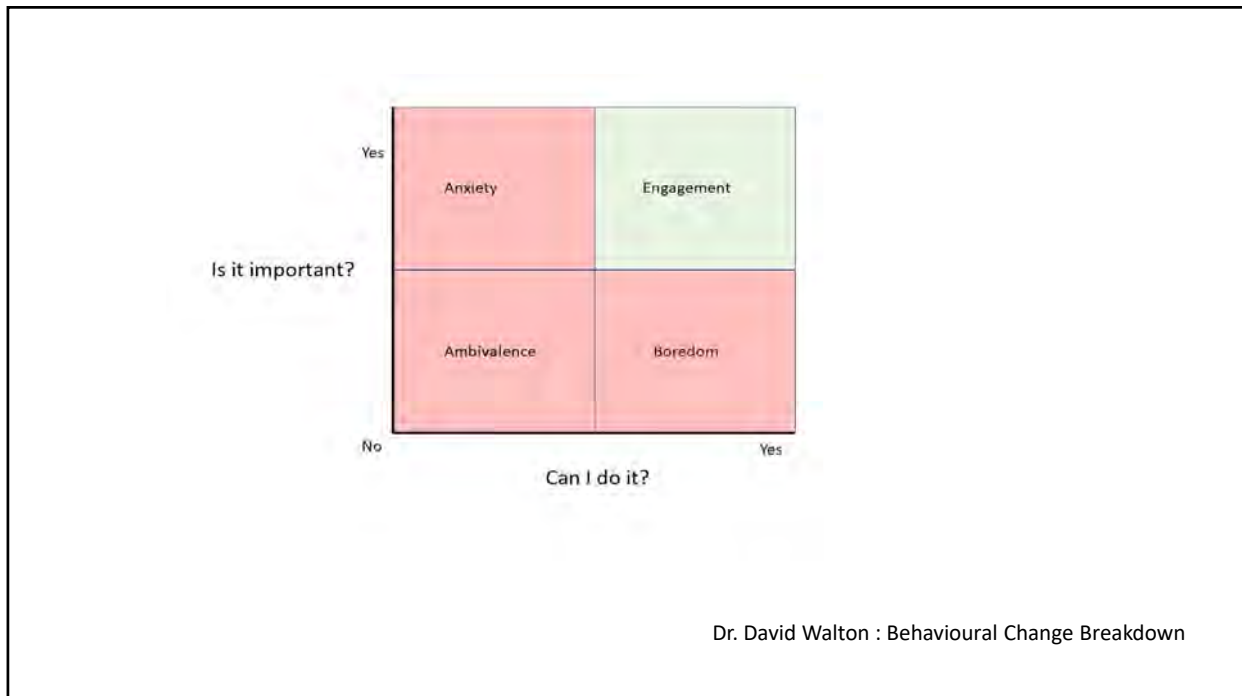


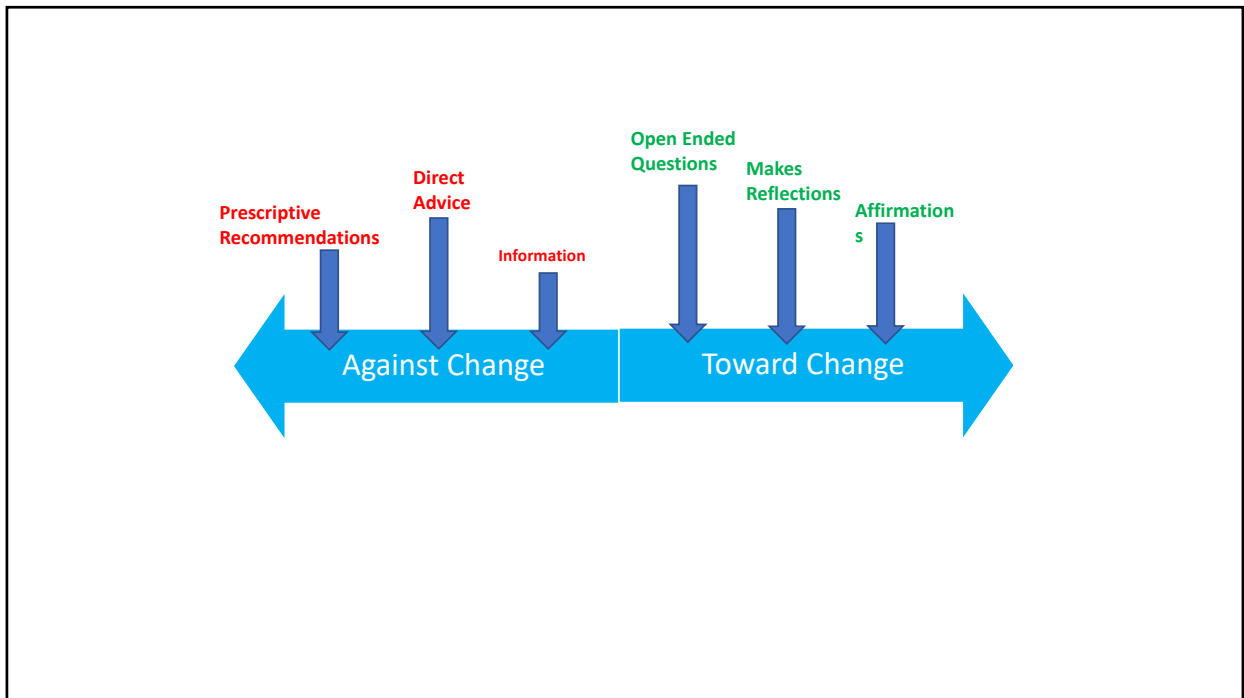
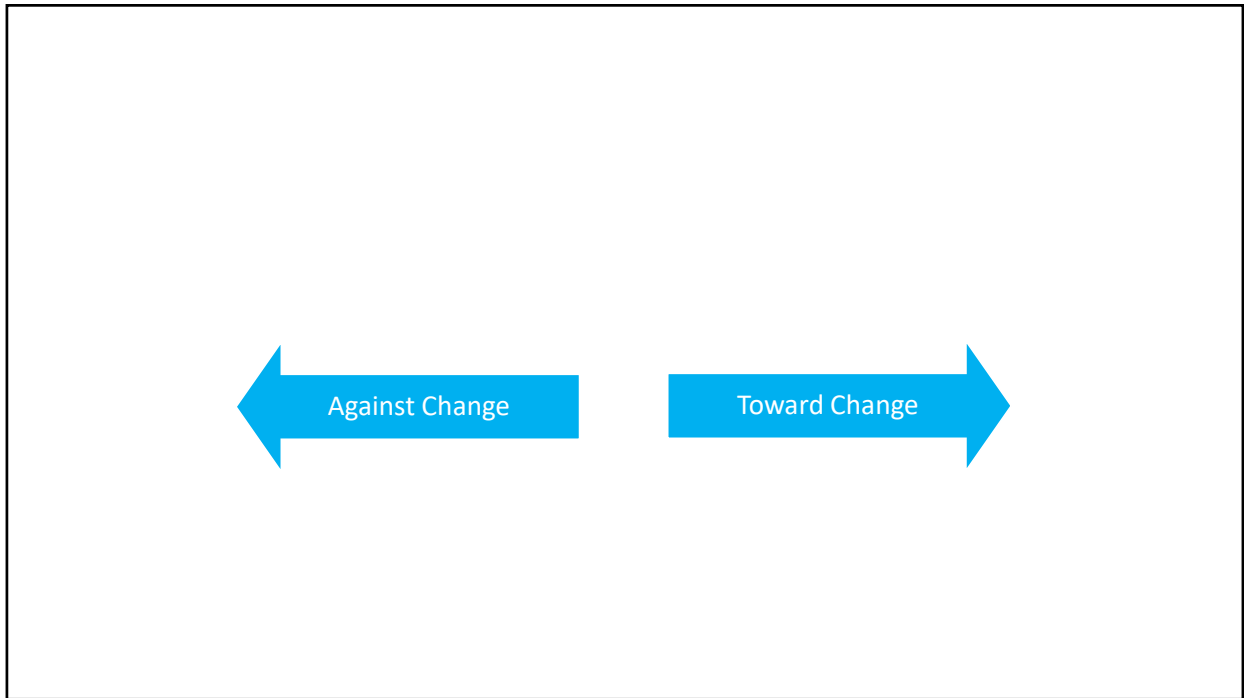
Coaching is Treatment Interaction

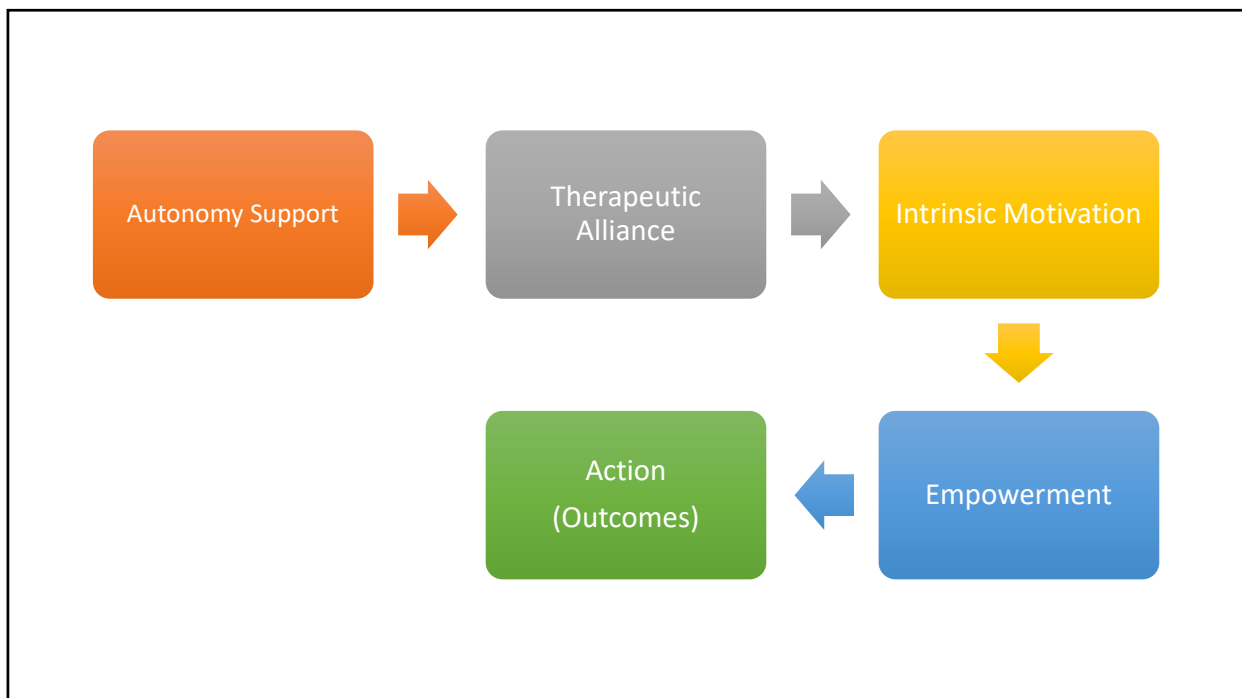
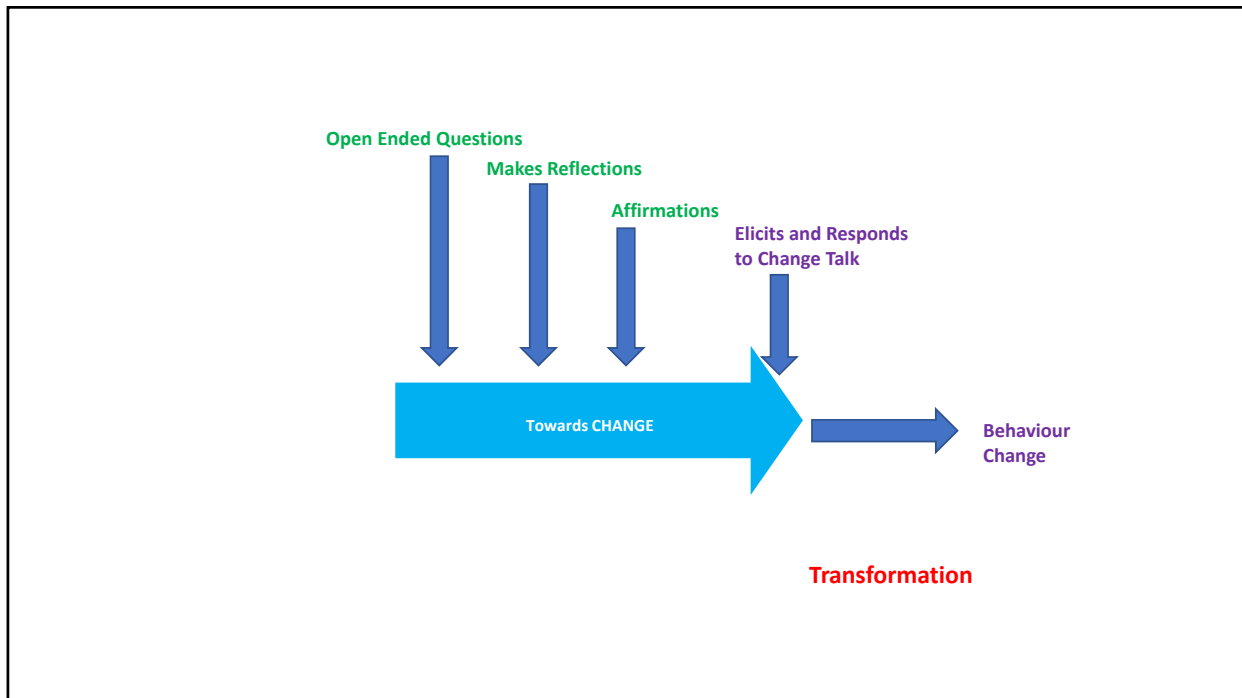
Is the **intersect** or **bridge** between:

- Wants and Needs
- Motivation and Action
- Self Efficacy and Empowerment
- Emotion and Habits

Interaction is Intervention!









Double Hatting : Physiotherapy with a *Coaching* Edge

Coaching Tools

- Self-Management – Know Thyself First
- Design the Therapeutic Alliance
- Empathy, Acceptance and Non-Judgemental
- Powerful Questions
- Deep Listening –Reflecting, Acknowledging, Paraphrasing
- Intuition
- Curiosity
- Affirming
- Values, Perspectives
- Empowerment
- Self-Efficacy

We Are In The **People** Business
Serving Physiotherapy!

