



BAKER COLLEGE
STUDENT LEARNING OUTCOMES

PSY6610 Evidence Based Coaching
3 Semester Credit Hours

Student Learning Outcomes and Enabling Objectives

1. Differentiate various types of workplace coaching.
 - a. Differentiate coaching, consulting, and counseling
 - b. Define evidence-based coaching.
 - c. Apply recent research on coaching to I/O psychology scenarios.
2. Examine evidence based approaches of coaching
 - a. Compare and contrast coaching models.
 - b. Evaluate strategies used in coaching.
 - c. Explore psychological theories that apply to coaching
3. Apply evidence based coaching skills and tools.
 - a. Determine types of coaching for different situations.
 - b. Apply stages of coaching to various situations.
 - c. Explore the role of the coaching process and coaching conversations.
 - d. Use coaching tools and forms.
 - e. Examine evaluation methods used in coaching.
4. Analyze ethical considerations that pertain to coaching.
 - a. Examine ethical guidelines and standards.
 - b. Discuss different types of training, credentialing and certification.
5. Apply coaching theories and models to address organizational needs.
 - a. Assess the relationships among individual employee, team, and organizational development.
 - b. Discuss the importance of aligning coaching goals with organizational goals.
6. Explore implications of global and cultural factors as they relate to coaching.
 - a. Explore coaching in a global business environment.
 - b. Examine cultural and diversity factors that may impact coaching.
7. Communicate in a manner that is scholarly, professional and consistent with expectation for members of the psychological profession.
 - a. Apply APA formatting guidelines to paper format, body of paper in-text citations, and references.

- b. Apply knowledge of writing mechanics (sentence structure, spelling, punctuation, etc.) to enhance professionalism and readability of writing.
- c. Write and speak in a coherent and clear manner consistent with professional and academic settings.

Big Ideas and Essential Questions

Big Ideas

- Evidence-Based Coaching in I/O Psychology
- Ethics and Coaching
- Coaching Theories, Models, and Psychological Underpinnings
- Coaching Global and Cultural Influences
- Fundamental Coaching Skills

Essential Questions

1. What are the elements of foundational coaching skills?
2. How is the coaching relationship established and maintained?
3. How can coaching contribute to organizational outcomes?
4. What are the psychological underpinnings of evidence-based coaching?
5. How does empirical research inform coaching?
6. How are various coaching specializations and approaches differentiated?
7. What are the ethical considerations in coaching?

These SLOs are not approved for experiential credit.

Effective: Spring 2021