



Integrative Positive Psychology Coaching Certification

Program Certification Requirements & Procedure



POSITIVE
PSYCHOLOGY
INSTITUTE

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Purpose of Certification

This certification is awarded to participants who demonstrate applied coaching competence under live observation, integrating positive psychology frameworks into structured, client-centered coaching conversations. Certification reflects not only knowledge, but the ability to translate theory into real-time coaching performance, using clearly observable tools, techniques, and best practices.

Certification Requirements

Participants must complete the following:

1. Attendance

- Minimum 80–90% attendance in live sessions
- Live sessions are essential for learning practical tools, demonstrations, and coaching best practices

2. Course Completion

- Completion of all 10 modules on the Institute's Learning Management System
- All exercises and reflections completed
- All quizzes passed (≥80%)

3. Final Certification Exam

- Integrative assessment of conceptual understanding
- Covers core models, including the Sailboat Metaphor and strengths-based coaching
- Passing score: ≥80%

4. Observed Coaching Practicum (Primary Requirement)

Participants must complete a 45-minute live coaching session with a real client the participant should invite to act as their client. Clients will be presented with a structured scenario to be provided to your client approximately 2 hours before the session:.

The session will be observed by two experienced coaches, evaluating as follows:

- Followed by structured feedback (15–20 minutes)
- Evaluated using a formal rubric that uses a 1-5 Scoring Scale (1 = Needs Improvement | 2 = Developing | 3 = Competent (Pass) | 4 = Strong | 5 = Mastery)
- Minimum average score: 4.0
- No individual category below 3

Practical Exam Scenario Example (Standardized Evaluation Case)

A mid-level manager experiencing burnout, characterized by:

- Overinvestment in work at the expense of health and relationships
- Anxiety around performance
- Dependence on external validation
- Self-criticism following negative feedback

Practicum Session Structure (45 Minute Coaching)

Participants must demonstrate a clear coaching arc:

1. Opening (5 min)

- Establish trust and psychological safety
- Clarify outcome

2. Exploration (10–15 min)

- Identify patterns across domains, emotions, and behavior
- Begin Sailboat mapping

3. Structured Intervention (15–20 min)

Must include visible use of tools and techniques:

- Explicit use of the Sailboat Metaphor
- Application of at least 2–3 structured interventions
- Clear, observable coaching structure

4. Integration (5–10 min)

- Insight generation
- Reframing and synthesis
- Action clarity

5. Closing (2–3 min)

- Reinforce agency and next steps

Candidate Tasks

- Conduct Phase I & II assessment
- Conduct Phase III relational assessment
- Develop a strengths-based intervention plan

Required Demonstration of Tools & Best Practices

Participants must demonstrate:

- Explicit and structured use of coaching tools
- Visible application of models (not implied)
- Integration of techniques taught in live sessions

Examples include:

- Sailboat mapping (verbal or visual)
- Strengths identification and activation
- Implementation intentions (if–then planning)
- Emotional labeling and reframing

Evaluation Rubric

Scoring Scale

1 = Needs Improvement | 2 = Developing | 3 = Competent (Pass) | 4 = Strong | 5 = Mastery

Category	Modules	Key Criteria	Mastery (5)	Needs Improvement (1)
I. Application of Sailboat Assessment	1–3	Mapping life domains (Water) Using emotions as signals (Compass)	Seamless integration	No connection made
II. Assessing the Captain's Relationship	4–5	Values vs. external validation Self-criticism vs. self-compassion Motivation drivers	Deep psychological insight	Surface-level coaching
III. Intervention Strategy & Navigation	6–9	Strengths activation (Sails) Goal orientation (Destination) Resilience framing (Weather) Action planning	Integrated, strengths-based plan	Problem-focused only
IV. Coaching Stance & Alliance	10	Lighthouse role (non-directive) Autonomy support Coaching presence	Skilled facilitator	Directive/problem-solving stance
V. Core Coaching Skills	10	Questioning quality Listening and reflection Emotional integration Session structure	Master communicator	Mechanical or disengaged

Core Coaching Competencies

Certification requires demonstration of the following competencies:

1. Mastery of the Sailboat Metaphor

The coach must accurately conceptualize human functioning using the full model:

2. Embodying the “Lighthouse” Role

- Acts as a guide and illuminator of awareness
- Does not dictate direction or impose solutions

3. Facilitating Client Autonomy

- Positions the client as the captain of their own ship
- Develops self-regulation across attention, thoughts, motivation, and actions

4. Executing the Three Phases of Assessment

- Phase I: Global assessment of well-being
- Phase II: Assessment of at least 2 of the 8 sailboat elements during a session
- Phase III: Assessment of the client’s relationship to those elements

