

## 1. Abstract

This poster examines the life coaching and goal setting experiences of treatment group participants enrolled in *Live Healthy ... Work Well (LHWW)*, a US federally funded Demonstration to Maintain Independence and Employment (DMIE) randomized controlled trial aimed at preventing the loss of employment and independence due to the potentially disabling complications of diabetes. The study had two main interventions: pharmacist counseling and life coaching. Participants (n=110) had flexible access to services and life coaching was the most accessed component of the intervention (total number of life coaching sessions = 1,184; total number of pharmacist meetings = 449). The life coaching component was designed to help participants set and achieve health, work, and personal goals of the participants' choosing over the one year treatment period. Data presented examines the types of goals set and achieved, participant satisfaction, and coach perceptions of factors that led to goal attainment. Recommendations for possible ways to utilize this data are discussed.

## 2. Issue/Background

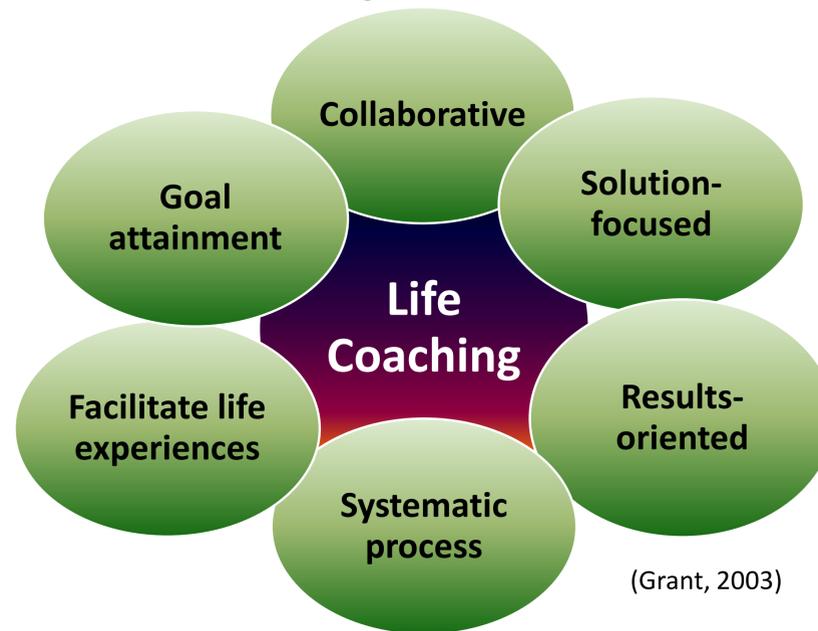
Today, 23.7 million Americans have diabetes. If current trends continue, in less than 25 years, the number is expected to nearly double (Huang et al, 2009). Additionally, one in five Americans are at high risk for developing type 2 diabetes or are unaware that they already have diabetes (ADA, 2007). It is becoming painfully clear that our current approach for treating and preventing diabetes is being outrun by its alarming increase in prevalence and complications. This research examined an approach that diverged from the traditional medical model: an empowerment approach and life coaching model.

**Traditional Medical Model** VS. **Life Coaching/ Empowerment Approach**



## 3. Intervention Description

### What is life coaching?



*An important distinction between life coaching and other forms of coaching such as health or executive coaching, is the "agenda" of the participant. In life coaching, the participant has full control over the topics of conversation and may come to sessions with whatever issues they would like to address, provided they are within the scope of coaching (HI DMIE, 2009).*

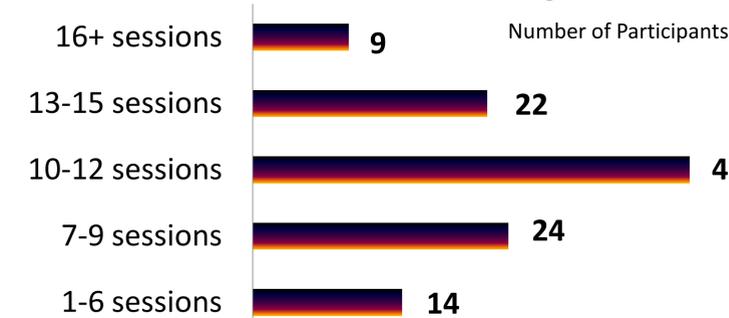
### Goal Setting Process



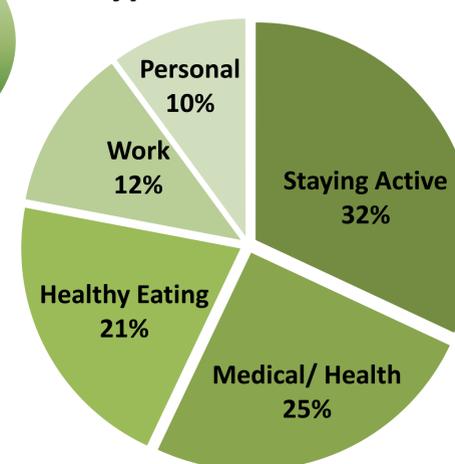
## 4. Outcomes

**N = 110 Treatment Period = one year**

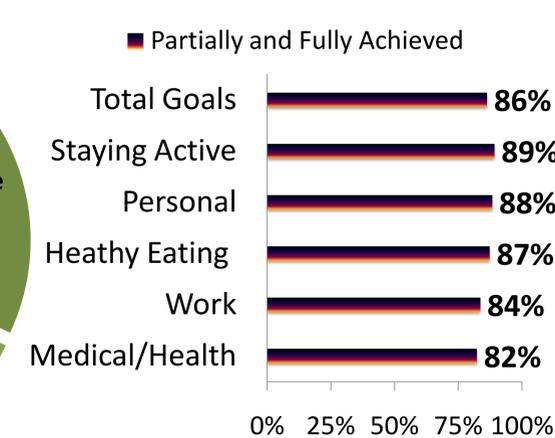
### Coaching Sessions



### Types of Goals Set



### Goal Attainment

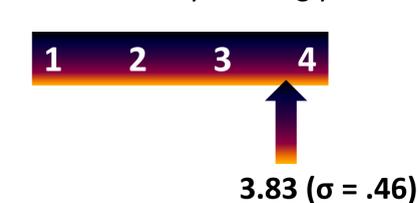


### Participant Satisfaction (N = 93) (Fukunaga & Uehara, 2010)

How satisfied are you with your life coaching experience overall?



How satisfied are you with your coach's ability to elicit answers and actions rather than directly advising you?



#### References

American Diabetes Association Diabetes Alert Day. (2007). Retrieved June 17, 2010 from <http://www.diabetes.org/for-media/2007/diabetes-alert-day-2007.html>  
 Fukunaga L & Uehara D. (2010). [Twelve month focus group findings.] Unpublished raw data.  
 Grant A. (2003). The impact of life coaching on goal attainment, meta-cognition, and mental health. *Social Behavior and Personality*, 31(3), 253-264.  
 Hawaii Demonstration to Maintain Independence and Employment (HI-DMIE). (2009). *Live Healthy... Work Well Program Theory*. Honolulu, HI: University of Hawai'i at Mānoa, Center on Disability Studies.  
 Huang E, Basu A, O'Grady M & Capretta J. (2009). Projecting the future diabetes population size and related costs for the U.S. *Diabetes Care*, 32(12), 2225-2229.

Total Number of Coaching Sessions	1,184
Mean Coaching Sessions per Participant	10.73 ( $\sigma = 3.98$ )
Range	1 - 23
Mean Duration of Sessions	59.93 minutes

### Coach Perceptions of Factors that Led to Goal Attainment/ Success of Participants

- Coaching strategies: goal setting, feedback, powerful questions, encouragement, motivation, accountability.
- Participant prioritized self and their health before other people and things.
- Gained confidence, positive attitude, and internal locus of control.
- Increased awareness.
- Participant put their new/current diabetes education/skill building to work.

## 5. Discussion

When people with diabetes are allowed to set their own goals, they select ones that are most important to them and fit with their current life situation. Managing their health becomes a choice, rather than a directive, causing people to become more active and engaged. This leads to high goal attainment and ultimately better diabetes self-management. Although more research is needed, life coaching and the empowerment approach shows promise as an effective way to manage diabetes. Health care providers, health plans, corporate wellness programs, and other stakeholders should consider adopting these approaches to assist people with diabetes and other chronic illnesses to better manage their conditions.