

Expert coach / trainer / consultant profile – Dr Ceri Sims



Overview

Ceri has worked as a psychology academic and researcher for almost 4 decades and she is dedicated to bringing her knowledge of positive psychology, developmental psychology, coaching and leadership to coaching practice, leadership training and supporting people to achieve higher workplace wellbeing and optimal performance. She has worked at several universities. She was an Associate Professor at Bucks New University where she is now continuing as an external supervisor supporting doctoral students in psychology. She has also worked at Durham University, Middlesex University, Northumbria University the Medical Research Council and Fazakerley Hospital. She continues to be invited to run Positive

Psychology Coaching courses and workshops, and is in particular demand for her nature-based coaching workshops (Cambridge University, Innsbruck Austria, Bucks New University).

Ceri's coaching psychology work involves a package of coaching individual clients and groups, peer-reviewed coaching research and the creation, delivery and examination of coaching psychology courses. Her emphasis is on bringing the science of positive psychology, developmental psychology and a strengths-based approach to coaching practice. Her unique Appreciative Coaching approach has successfully helped and empowered many clients to create innovative changes in their professional lives. Client feedback and testimonials emphasise Ceri's very supportive, understanding and encouraging manner along with her expertise in giving people the space and challenge to find their uniqueness in creating meaningful change in their lives and for those of others. Ceri's use of psychometric tools to foster a strengths focus in coaching and coach training is another of her key approaches when working with various clients.

Coaching style

Engaging with clients with an open and appreciative style that provides the space for exploration and professional development along with bringing her coaching psychology expertise and skills to offer a variety of approaches from positive, humanistic and cognitive psychology underpins Ceri's approach. Attention is given to working with the whole person and meeting a client where they are at in terms of readiness for change. A strengths-based Appreciative Inquiry approach to coaching has been developed and taught by Ceri for a number of years. Creative approaches that encourage a client to tap into their felt sense and their deeper level of experience might be used alongside more conversational approaches in motivating clients towards making more meaningful and sustainable changes in their working lives. Ceri also connects with a person's overall wellbeing. She works with senior leaders in various roles but is also passionate at building confidence in emergent leaders and people who want to develop in their work in other ways. Some clients choose Ceri's nature-based and outdoor coaching approach, one that can have an impact on people's ability to gain a different perspective which can potentially lead to making transformational changes in working lives of clients. As a developmental psychologist Ceri understands different stages of change and supports people

undergoing major changes in their life and work, including transitions, retirement and career development.

Clients and outcomes

Ceri's inclusive approach means that she has worked with individuals and groups of varied backgrounds and levels of leadership and stages of life, although most of her recent clients have been in senior leadership positions working in the private or public sector. Self-confidence, leadership development, driving service improvements, building better working relationships, driving or managing important changes in work patterns and in the workplace, planning for major work transitions, overcoming stress and improving job satisfaction are typical of the kinds of outcomes Ceri's clients achieve through her coaching sessions.

Qualifications and professional memberships

Ceri has a PhD in psychology, is Chartered with the British Psychological Society as a Coaching Psychologist as well as chartered as researcher and academic in higher education. She is also a Fellow of the International Society for Coaching Psychology and a Senior Coach Practitioner with the EMCC. Ceri is also a member and co-leader of the BPS Central London Peer Practice group.

Ceri is trained to advanced diploma level in coaching and has a range of coaching training qualifications. Ceri is also a 'Strengthscope' Master Practitioner, a Myers-Briggs (MBTI) Practitioner, a Mindfulness-based stress reduction (MBSR) practitioner and a Mental Toughness Coach (MTQ48). Her own coach training and CPD mean that she has skills in humanistic approaches, systemic approaches, embodied coaching, presence-based coaching and cognitive-behavioural approaches. She has developed her own model of Appreciative Inquiry coaching that integrates Appreciative Coaching with Positive Psychology and Strengths identification and development models.

Research Outputs:

Coaching and/or Positive Psychology publications

- Wason, S., & Sims, C. (2024). The experience of self-compassion training among NHS healthcare professionals. *Journal of Health Psychology*, 13591053241267041.
- Sims, C, Proctor, C & Kumar, A (2024) A qualitative investigation of the needs and gaps for developing an inclusive positive psychology training course for mental health practitioners, (in preparation for journal – expected Spring 2025)
- Saunders, B., & Sims, C. (2023) Moving beyond fear in a post-Covid world within Existential Positive Psychology. *Journal of Existential Positive Psychology*, 12, 1. (also Feb 2023 Joshua Wong scholarship award).
- McAllister, K & Sims, C (July, 2023) Can Positive Psychology strengths-based interventions evidence and support strengths-based practice in Adult Social care (White paper – published on university website)
- McAllister, K & Sims, C (in preparation) Can Positive Psychology strengths-based interventions evidence and support strengths-based practice in Adult Social care (to be submitted to *Adult Social Care journal*)
- Gentles, M & Sims, C (submitted to *European Journal of Applied Positive Psychology*) Exploring the experiences of Hope in Young Black adult racial justice activists. *Journal of Applied Positive Psychology*
- Jones, L....Sims, C (and other authors) Positive Connections and Solitude: Contribution to Loneliness Interventions and Policy Development (publication of white paper to journal article – *Journal of Community and Applied Social Psychology*)

- Duffy, R & Sims, C (submitted to European Journal of Applied Positive Psychology) Self-Compassion Training for Primary School Children in Ireland and its effects on their Wellbeing and Awareness of Self-Compassion. European Journal of Applied Positive Psychology.
- Dunn, H., & Sims, C. (2022) An exploration of the awareness, use and impact of self-compassion practices amongst UK teachers of adolescent students. European Journal of Applied Positive Psychology, 6, 13,1-14.
- Sims, C. M., & Thompson, P. (2020). The effect of student leadership roles and behaviours on motivation and well-being. Journal of the Institute of Teaching and Learning, 42-43.
- Sims, C. M., & Thompson, P. (2021). Pupils as leaders – It is not all about wearing a badge. Independent Schools Magazine, The professional Journal for Management and Staff, 33-33.
- Cseh, Genevieve M., Smith, Matthew D., Sims, Ceri M. and Worth, Piers (2019) 5th Annual Applied Positive Psychology Symposium. In: 5th Annual Applied Positive Psychology Symposium, 1st June 2019, Buckinghamshire New University High Wycombe.
- Moss G A, Sims C, McDuff N, Tatam J (2018) The impact of academic leadership behaviours on BME student attainment. Leadership Insights: Leadership Foundation for Higher Education.
- Sims, C. M. (2017). Second wave positive psychology coaching difficult emotions: Introducing the mnemonic of 'TEARS HOPE'. The Coaching Psychologist, 13(2), 66-79.
- Sims C (2017) What do positive psychology postgraduate students have to say about attending a coaching psychology congress? European Journal of Applied Positive Psychology, 1(5), 1-4.
- Sims, C. M. (2017). Do the big-five personality traits predict empathic listening and assertive communication? International Journal of Listening, 31(3), 163-188.
- Sims C (2014) Self regulation coaching to alleviate student procrastination: Addressing the likeability of studying behaviours, International Coaching Psychology Review, 9 (2), 148-164
- Cheng C, Sims C, et al (2011) Sociocultural Differences in Self-Construal and Subjective Well-Being: A Test of Four Cultural Models, Journal of Cross-Cultural Psychology, 42(5), 832-855.

Coaching and/or Positive Psychology Conference presentations

- Sims, C & Ayles, N (2024) Coaching with Nature: An Experiential Workshop. The European Congress of Positive Psychology, Innsbruck, Austria, July 2024.
- Sims, C (2024) Mental Health Professionals: A Need for Positive Psychology Skills. International Perspectives on Psychology Learning and Teaching ASIA PLAT Conference, 2024; 1-3 August 2024, CHRIST University, Bengaluru, India
- Sims, C (Nov 2022) Appreciative Coaching with a focus on applying Strengths and Hope in your Coaching Practice: (2022) ISCP 12th International Congress of Coaching Psychology.
- Sims, C (2022) It's not all about wearing a badge: How leadership identity in a secondary school is associated with motivation, hope and wellbeing. The 10th European Congress of Positive Psychology, Iceland, 2022
- Sims, C (2022) Pupil Leadership in a Secondary School, MAPP 10th Anniversary Symposium, Aylesbury, July 2022.
- Sims, C & Ayles, N (2022) Coaching Outdoors, MAPP 10th Applied Positive Psychology Symposium, July 2022.
- Sims, C (Oct. 2019) Keynote conference presentation: Coaching Psychology from a Second Wave Positive Psychology Perspective with Strengths-based Appreciative Coaching for Leaders. 9th, International Congress of Coaching Psychology, 2019.
- Sims, C (11th October, 2018) Appreciative Coaching as a Positive and Coaching Psychologist; International. Society for Coaching Psychology 8th International Congress of Coaching Psychology, London, UK.
- Sims, C (2018) Positive Psychology in the workplace. Bucks New University, Breakfast Briefings. Aylesbury campus.

- Sims C (2017) Embracing the 'Bright' and 'Dark' sides of people – bringing the second wave of positive psychology into coaching practice, International Society for Coaching Psychology. 7th International Congress of Coaching Psychology, London, UK. 18 October 2017.
- Sims, C (June, 2017) Embracing the 'Bad' with the 'Good' as part of a positive psychology coaching dialogue. 9th European Conference on Positive Psychology, Budapest, Hungary.
- Moss G A, Sims C (2016) Inclusive leadership: driving performance through diversity, ENEI Annual Conference, 9 March 2016, London.
- Sims C (2016) Can inclusive leadership bring benefits to organisations? Poster presentation, ECCP 2016: 8th European Conference on Positive Psychology, 28 June - 1 July 2016, Angers, France.
- Sims, C and Moss, G (April, 2016) What does it mean to be an Inclusive Leader? Bucks New University, Applied Social Sciences Research seminar.
- Sims, C (April, 2016) What does it mean to be an Inclusive Leader and other research? Bucks New University, Applied Social Sciences Bucks New University. Awayday.

Developmental Psychology Publications

- Sims, C., & Morton, J. (2021). Remembering breakfast: How do pre-schoolers represent an everyday event? *Cognition*, PMID: 33722388 DOI: 10.1016/j.cognition.2021.104654
- Karmiloff-Smith A, Tyler L, Voice K, Sims C, Udwin O, Howlin P, Davies M (1998) Linguistic dissociations in Williams Syndrome: Evaluating receptive syntax in on-line and off-line tasks, *Neuropsychologia*, 36, 343-351.
- Sims C, Morton J (1998) Modelling the training effects of Kinaesthetic Acuity measurement in children, *Journal of Child Psychology and Psychiatry*, 39, 731-746.
- Karmiloff-Smith A, Grant J, Sims C, Jones M, Cuckle P (1996) Rethinking metalinguistic awareness: representing and accessing knowledge about what counts as a word, *Cognition*, 58(2), 197-219.
- Sims C, Henderson S M, Hulme C, Morton J (1996) The remediation of clumsiness 1: An evaluation of Laszlo's kinaesthetic approach, *Developmental Medicine and Child Neurology*, 38, 976-987.
- Sims C, Henderson S M, Morton J, Hulme C (1996) The remediation of clumsiness 2: Is kinaesthesia the answer? *Developmental Medicine and Child Neurology*, 38, 988-997.
- Candis Magazine feature (2021) 'Don't Worry: Be Happy' Candis.co.uk.
- Sims C (2000) Local newspaper: February 2000: Enfield Gazette 'Little Professors'.
- Sims C (1999) How reliable are child eyewitnesses?, *The Psychologist*, March issue.
- Sims C (1998) Childrens' memory, *The Psychologist*.
- Sims C, Henderson S, Hulme C, Morton J (1996) An evaluation of kinaesthetic training for clumsy children, *The Psychologist*, August issue
- Sims C (1996) Review of: 'parenting behaviour and children's cognitive development', by Sara Meadows, In: *British Journal of Developmental Psychology*, 1996.
- Sims C (1995) Fearless in the face of evidence. A review of 'Galen's prophesy: Temperament and human nature' by Jerome Kagan, *Times Higher Education Supplement*, 22 December 1995

Developmental Psychology Conference presentations

- Foreman, Korralo, Boyd-Davis, Moar, Sims C (2011) Virtual environments in the teaching of historical chronology, 12th European Congress of Psychology, Istanbul, 2011.
- Sims C (2008) The development of children's event memory: evidence of children's records., Middlesex University, Dubai, Research seminar presentation.
- Cockerton, Sims C, Konstantinou, Klasen, Aldous, Oldman, Westley (1998) Enhancing pre-schoolers recall using guided cognitive interviewing procedures, Proceedings of the British Psychological Society Conference, Development section, Lancaster, September 1998.
- Grant J, Sims C, Karmiloff-Smith A (1998) Language in Williams Syndrome: Morphosyntax, Cognitive Development Unit Swansong.
- Sims C. & Morton, J (1998) Is kinaesthesia the crucial factor in the remediation of childhood clumsiness? Cognitive Development Unit Swansong.
- Sims C (1998) Do young children remember the details of repeated events?, In: Proceedings of the British Psychological Society Conference, Developmental section, Lancaster, September 1998.
- Sims C (1997) Remembering breakfast, In: Proceedings of the British Psychological Society Conference, Developmental section, Loughborough, September 1997.
- Sims C, Morton J (1996) Remembering breakfast, Presented at the International Conference of Memory, Padova.
- Sims C, Henderson S M, Hulme C, Morton J (1996) An evaluation of kinaesthetic training for clumsy children, Presented at the XIVth Biennial Meetings of ISSBD (International Society for the Study of Behavioural Development), Quebec City.
- Sims C, Henderson S M, Hulme C, Morton J (1996) An evaluation of kinaesthetic training for clumsy children, In: Proceedings of the British Psychological Society Conference: Developmental section, Strathclyde.
- Sims C, Morton J (1995) Kinaesthetic training for clumsy children, Presented at the British Psychological Society, Developmental section Conference, Glasgow.
- Sims C, Henderson S M, Hulme C, Morton J (1994) An evaluation of kinaesthetic training for clumsy children, Presented at the International Conference for Developmental Psychology, Seville.
- Sims C, Morton J (1993) An evaluation of kinaesthetic training for clumsy children: Some preliminary findings, Seminar on Developmental Coordination Disorder, Institute of Education, London.
- Sims C, Stevenson R (1989) Do young children use definite expressions anaphorically? In: Proceedings of the Child Language Seminar, London, 1989.

Ceri is based in Hertfordshire.