Advanced Mental Health and Wellness Coaching Training Course

7 – 11 December 2026
Munich

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Ref: 1513_211759 **Date:** 7 – 11 December 2026 **Location:** Munich **Fees:** 5700 Euro

Overview

Advanced Mental Health and Wellness Coaching Training Course is a one-week course for health, wellbeing, coaching, HR, and community professionals, who leave with a Mental Health and Wellness Coaching Action File. The course develops ethical scope and referral, client-led goals, strengths-based coaching, behavior change, stress and resilience support, inclusive practice, and progress measures without entering diagnosis or treatment. Agile Leaders Training Center frames mental health and wellness coaching as structured, non-clinical support for sustainable action.

Who Should Attend

- Functions responsible for employee wellbeing and healthy work practices
- Teams responsible for non-clinical coaching and behavior change support
- Personnel responsible for community health and wellness engagement
- Functions responsible for people development and workplace support
- Organizations responsible for health promotion and participant referrals

The course assumes participants already support wellbeing conversations or goal-directed development at work and leaves out diagnosis, psychotherapy, prescribing, and clinical treatment.

Departments and Industries

The course supports departments and organizations that provide ethical, non-clinical mental health and wellness coaching across workplace and community settings.

- Human resources and organizational development functions
- Occupational health and employee wellbeing services
- Community health and social support organizations
- Education and learner support departments
- Health promotion and wellness service providers

Learning Objectives

By the end of this course, participants will be able to:

- Apply ethical scope, confidentiality, and referral boundaries
- Use client-led goal and coaching agreement methods
- Build strengths-based behavior change conversations
- Analyze stress, resilience, and wellbeing support needs
- Prioritize inclusive and safeguarding responses
- Evaluate progress and build coaching action plans

Course Agenda

Day 1: Ethical Coaching Foundations

- Health and Wellness Coaching Scope Map
- ICF Ethical Practice Decision Guide
- Coaching Agreement and Confidentiality Checklist
- Role Boundary and Competence Matrix
- Safeguarding Escalation Pathway

Day 2: Client-Led Goals and Strengths

- Client-Defined Outcome Canvas
- Strengths and Resources Exploration Method
- Values-to-Action Alignment Map
- Wellness Vision Development Template
- Goal Readiness and Priority Matrix

Day 3: Behavior Change and Resilience

- Motivational Interviewing Conversation Structure
- Behavior Change Barrier Analysis
- Habit Experiment Planning Sheet
- Stress and Resilience Support Map
- Accountability and Follow-Through Tracker

Day 4: Inclusive Practice and Progress

- Cultural Humility Reflection Framework
- Inclusive Coaching Adaptation Checklist
- Mental Health Referral Decision Tree
- Client-Selected Progress Measure Set
- Coaching Review and Adjustment Cycle

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Day 5: Coaching Practice and Integration

- Suggested Exercise: Ethical Boundary Scenario
- Suggested Exercise: Client-Led Goal Conversation
- Suggested Exercise: Strengths-Based Behavior Change Session
- Suggested Exercise: Referral and Safeguarding Discussion
- Capstone Exercise: Mental Health and Wellness Coaching Action File

Practical Exercises

The course uses suggested activities based on fictional workplace, health promotion, education, and community support scenarios.

- Suggested activity: establish a coaching agreement and distinguish coaching support from clinical care.
- Suggested activity: facilitate a strengths-based conversation that converts a client-selected wellness priority into measurable action.
- Suggested activity: respond to signs that require referral while preserving dignity, choice, and appropriate safeguarding.
- Suggested activity: review progress data and adapt a coaching plan with the client.

FAQs

Who suits advanced mental health and wellness coaching training, and what does it assume?

Professionals supporting non-clinical wellbeing goals, behavior change, employee development, or community wellness suit the training; it assumes experience facilitating structured conversations and does not prepare participants to diagnose or treat mental health conditions.

How does mental health and wellness coaching differ from mental health counseling?

Mental health and wellness coaching supports client-led goals, habits, strengths, accountability, and referral, while counseling assesses and treats psychological distress within a licensed clinical relationship.

What ethical boundaries apply to mental health and wellness coaching?

Ethical boundaries require clear agreements, confidentiality limits, competent practice, accurate role descriptions, avoidance of diagnosis or treatment, safeguarding action, and timely referral when client needs exceed coaching scope.

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How can mental health and wellness coaching progress be measured?

Mental health and wellness coaching progress can be measured through client-selected indicators, completed actions, confidence ratings, habit observations, reflection, and periodic review without presenting coaching measures as clinical assessment.

When should a mental health and wellness coach refer a client?

A mental health and wellness coach should discuss referral when needs exceed coaching competence, clinical assessment or treatment may be required, safety concerns arise, or the client would benefit from another qualified professional.

Conclusion

Participants leave with a Mental Health and Wellness Coaching Action File containing scope, agreement, goal, behavior change, resilience, inclusion, referral, and progress tools. The file creates a consistent structure for non-clinical coaching conversations. It helps teams support client agency while maintaining ethical boundaries, safeguarding routes, and accountable follow-through.