



Coaching is Another Skill Career Counselors Can Use to Help Sailors Develop

- Engaging in coaching demonstrates to Sailors your commitment to them
- You are helping to develop the next generation of Sailors and leaders by investing in their development
- Your focus on their development:
 - Positively impacts their self-esteem
 - Heightens their commitment to the Navy
- Your efforts lead to greater Sailor engagement and performance

How Career Counselors Can Use MyNavy Coaching



To Build and Sustain a Coaching Culture, You Can Do the Following:

- Approach coaching with an open mind
- Engage Sailors with a positive perspective on coaching
- Commit to trying on coaching skills
- Be a coaching champion

How Coaching Supports Career Counselors

Coaching Partnership

How: Establish the actions of the coaching partner to move toward goal achievement

Value: Ensures commitment

Ex Question: When are you going to let me know what you have done?

Promote Candid Feedback

How: Establish accurate picture of current situation

Value: Promotes awareness

Ex Question: What steps have you already taken?

Promote Sailor Growth

How: Asking open-ended questions

Value: Sailors gain buy in

Ex Question: How does this fit with your future goals?

Promote Sailor Potential

How: Establish aids to resolve issues

Value: Ensures coaching partner generates their solutions

Ex Question: What can you learn to improve your performance?

Leveraging Your Career Counselor and Coaching Roles



Career Counselor

- Evaluates enlisted career development programs within their own/or subordinate commands
- Coordinates and supervise counseling efforts
- Assists in organizing and implementing enlisted retention and career information programs
- Counsels Sailors and their family members on the advantages of career opportunities in the Navy
- Subject matter expert
- Provides advice and guidance

Coach

- Understands this is a developed skillset enhanced by practicing coach-like attributes
- Aims to provide a supporting role to coaching partner
- Engages in developmental conversations from a place of non-judgement and bias
- Supports Sailor's priorities for discussion
- Typically is not the subject matter expert
- Provide encouragement and support and challenge them with respect to their potential



MyNavy Coaching is a communication and leadership skill that lends to a collaborative partnership between a coach and a coaching partner to deliberately grow, broaden, and sustain development through self-learning and goal achievement.



Understand the Goal

The coaching partner determines their goal for the conversation and their "why". Coaches seek to understand what their goal is.

Understand the current state and Reality of the goal

Coaches work with coaching partners to establish an accurate picture of the current situation, steps already taken, challenges faced, and obstacles in the way of achieving the goal.



Determine the Options

Coaching partners come up with a list of ideas and resources available that will aid in resolving issues, overcoming obstacles, and determining resources available to help attain goals.



Understand Will to work toward goals

Coaches work to establish the actions the coaching partner will take to move in the direction of goal achievement.

Career Counselors are empowered to begin exhibiting coach-like behavior by actively listening, displaying empathy, and asking open-ended questions using the GROW Model.



Goal

- What is your vision for this tour?
- What career goal do you want to work on?
- Where do you see yourself at the end of your tour?
- What do you want your end result to be?



Reality

- What is currently holding you back?
- What areas need improvement?
- How do you see yourself at this moment?
- What have you currently completed?

Instead of: Do you have goals?

Instead of: Have you thought of school?

START
Asking Coach-like Questions Now.

Instead of: Are you working on your goals?

Instead of: Do you have a deadline?



Options

- Who can you speak to?
- What options do you currently have toward achieving your goal?
- What programs/schools/collateral duties/volunteer event could you join?



Will

- What actions are you going to take between now and the next milestone to complete your goal?
- What is your targeted completion date?
- How will you know if you have reached your goal?

Six Key Active Listening Skills

from the Center for Creative Leadership



Pay Attention



Withhold Judgement



Reflect



Clarify



Summarize



Share

Four Steps to Creating Empathy



Perspective Taking



Avoid Judgement



Recognize Emotion in Another Person



Communication and Understanding

To Learn More:

Contact MyNavy Coaching via email at MyNavyCoaching@navy.mil or visit: <https://www.mynavyhr.navy.mil/Career-Management/Talent-Management/Coaching/>

Permission to use GROW Model granted by estate of Sir John Whitmore and Performance Consultants International