



MyNAVY COACHING INITIATIVE



MyNAVY Coaching is a developmental, collaborative partnership between a coach and a coaching partner.

The purpose is to deliberately grow, broaden, and sustain development of the coaching partner to enhance performance through personal and professional goal setting and constructive feedback.

Coaching is a communication skill that creates the conditions for growth for every member of the Navy to build meaningful work and relationships that requires not just learning – but practice.

The GROW Model (Goal, Reality, Options, Will) is a 4-step structure/sequence to manage the flow of the coaching conversation that it provides a meaningful result to the coaching partner.

It is a process the coach owns. Even though the GROW Model is sequential, you can go back and forth between the steps as needed. There are many, many questions you can ask for each step of the GROW Model. Here are some examples of questions to get you started.

For more information on MyNAVY Coaching, email MyNAVYCoaching@navy.mil or visit <https://www.MyNAVYHR.navy.mil/Career-Management/Talent-Management/Coaching/>

MyNAVY Coaching is a Chief of Naval Personnel (CNP)-led initiative to build and sustain a coaching culture within the Navy with the goal not to make everyone a coach but to make our Sailors more coach-like.

Goal

What can we talk about that will be most beneficial for you?

What is your vision for your tour here?

What goal would you like to set to move your career forward?



Reality

What areas do you need to improve to achieve your goal?

What do you see as the biggest obstacle to your success?

Who on your team is preventing you from reaching your goal?

Example GROW Model Coaching Questions

Options

What skills do you have that set you up for success?

Who can you ask who might know more about that?

What can you learn that would improve your performance?

Will

What are some actions you can take between now and XX date to make progress towards your goal?

What insights have you had during this conversation?

What are you going to do to hold yourself accountable to your goal?

OTHER POWERFUL QUESTIONS

Where do you think that comes from?

What do you think the main obstacle is?

Who in your division is preventing you from achieving your goal?

What can you control?

How can you push yourself there?

Tell me about how it will feel to achieve x.

When is there a difference between who are and who you know yourself to be?