

A MENTOR...

- Speaks more
- Shares their thinking
- Shares their ideas
- Pours wisdom into you
- Solves your problems

A COACH...

- Listens more
- Challenges your thinking
- Challenges you to find your own ideas
- Draws wisdom out of you
- Creates a problem solver

FAQs

Q1: Who can request a coach?

A1: All DoD military and civilians in the Army, Navy, Air Force, Marines, Coast Guard, & Space Force.

Q2: How do I request a coach?

A2: You can either contact your Coaching Program Manager or request a coach outside of your organization. For more information, go to [Coaching Portal-Civilian Broadening | DCPAS \(osd.mil\)](https://www.dcpas.osd.mil).

Q3: Are Coaching Sessions Confidential?

A3: Yes, all information discussed during a coaching engagement is confidential unless the client gives explicit permission to share or as required by law (e.g., threatened to harm someone or yourself).

Q4: What Ethical Standards are expected to be followed for Coaching in the Federal Government?

A4: Federal government internal coaches are bound to uphold the basic obligation for public service and the code of ethics associated with the coaching credentialing organization that approves or accredits the coaching program where they received their coach training.

Q5: What are some examples of coaching topics?

A5: Goal setting, managing your inner-critic, forming habits and routines, time management, getting team buy-in, becoming more proactive, delegating, self-awareness, accountability, networking, gathering information, boundary setting, communication, feedback, preparing for crucial or difficult conversation.

Q6: What happens during a coaching session?

A6: The client drives the conversation by sharing the goal(s) they want to reach or topic they want to discuss as they identify a specific outcome for the session. The coach actively listens and asks powerful questions designed to assist the client in viewing alternative perspectives, explore options, identify actions, and be accountable.

Q7: What is the difference between therapy & counseling and coaching?

A7: Everyone has a baseline of general wellbeing. Therapy and counseling help clients to maintain and sustain their baseline of wellbeing. Coaching empowers clients to go beyond their baseline and to thrive.

Q8: Who benefits from Coaching?

A8: Anyone can benefit from coaching; however, coaching is particularly powerful for those who are going through a transition, either personally or professionally. Some examples include a new position at work, a promotion to a supervisor or manager, a career broadening experience, a leadership development program, an upcoming retirement, a family move to another location, a marriage, etc.

Q9: What is the typical length of a coaching engagement?

A9: Normally 6 months, but it depends on what the client and the coach agree upon.

Q10: What is the typical duration of a coaching session?

A10: Anywhere from 30-60 minutes, typically.

Q11: What is the frequency of the coaching sessions?

A11: It really depends on the client and the coach. Typically, however, it is usually every 2-4 weeks.

Q12: Where do coaching sessions take place?

A12: Typically virtually, telephonically, or in-person.

Q13: What policy is behind DoD Coaching?

A13:

- 5 Code of Federal Regulations (CFR)410.203: Coaching is a sanctioned learning and development activity
- 5 Code of Federal Regulations (CFR)412.201: Managers and supervisors will provide employees learning experiences such as coaching
- 2018 memo from Director of the Office of Personnel Management: Coaching is a vital professional development tool to be accessed across the Federal Government
- SecDef Austin's 2nd priority: Take Care of our people: Grow DoD talent, build resilience and readiness, and ensure accountable leadership
- 24-25 DoD Human Capital Operating Plan 2.2: Improve Capacity-Building Opportunities: Investment in...coaching for managers and supervisors and the creation of pathways that focus on expanding skills and capabilities through upskilling
- DoDI1400.25 Vol. 410, Sec. 4 Coaching Handbook (draft still being staffed): Coaching Program must include a Component Coaching Program Manager, and opportunities to teach some coaching techniques to DoD supervisors, managers, and leaders