

## 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

## THINGS TO KNOW

### WHAT IS COACHING?

- Experiential development process
- Facilitates change and growth in individuals, teams, and organizations
- DoD coaches assist clients to see new perspectives and achieve greater clarity about their own:
  - Thoughts
  - Emotions
  - Actions
  - People and situations around them
- Client is the expert
  - Gives power to the relationship
  - Drives coaching agenda

### DOD COACHING

- DoD coaches are certified and/or are International Coaching Federation (ICF) credentialed
  - ICF is the Gold Standard of Professional Coaching
- FREE & CONFIDENTIAL SERVICE
  - Hiring a coach in the public sector could range from \$120-\$340 an hour
- Receive DoD coaching services during duty hours
- More on DoD Coaching & to find your Program Manager, go to the DoD Coaching website: [Coaching Portal-Civilian Broadening | DCPAS \(osd.mil\)](#)

## \*BENEFITS OF COACHING

- 80% of coached clients reported increased self-confidence
- 70% of coached clients reported improved work performance
- 73% of coached clients reported having better relationships
- 72% of coached clients reported communication skills improved
- 86% of companies provided figures showing a positive ROI
- 95% of coached clients experienced significant positive effects on cognitive outcomes

\*References: ICF Global Coaching Study, Institute of Coaching, & Emerald Insight

# ADDITIONAL COMMANDER'S TALKING POINTS

- Coaching is one of the most valuable developmental resources that the Department of the Defense (DoD) offers the workforce and has been linked to positive outcomes such as increased employee engagement, resiliency, and retention. A successful coaching engagement promotes and sustains professional growth and competence.
- By promoting ongoing learning and a growth mindset, organizations with a coaching culture can better navigate challenges, encourage innovation, and cultivate a resilient and empowered workforce.
- In a coaching culture, leaders and employees adopt coaching as a default behavior and mindset as they interact with and develop others.
- While a coach doesn't need to be a SME, DoD coaches require a minimum of 60 hours of accredited coach training and continuous coaching education.

## How to download the background:

- Click on the image to highlight it.
- Right click on the image and select "save image as".



## Celebrating International Coaching Week.

We invite you to have Coffee with a DoD Leadership Coach the week of 12-16 May 2025. For more information, scan this QR code:

