

Coaching and mentoring are two distinct leadership development activities:

A coach:

- Asks questions to promote self-directed learning for clients to achieve their goals.
- Draws wisdom out of their clients.
- Challenges a client's thinking to encourage problem-solving skills.
- Requires a minimum of 60 hours of accredited coach training

For more on the difference between coaching and mentoring, scan here:



What is coaching?



Coaching is an experiential development process which enables change and growth in the lives and work of individuals, teams, and organizations through various processes facilitated by a certified coach.

Coaching empowers clients, by asking thought-provoking questions, to go beyond their baseline of general well-being toward thriving. Coaching is particularly powerful for those who are going through a transition, either professionally or personally. Ultimately, the coaching experience positively impacts the DoD mission.



Please visit our website at [Coaching Portal-Civilian Broadening | DCPAS \(osd.mil\)](https://forms.osi.apps.mil/r/1GK6hK7UJB)
dodhra.mc-alex.dcpas.mbx.dod-coaching@mail.mil

Defense Civilian Personnel Advisory Service
4800 Mark Center Drive
Alexandria, VA 22350-1100

How can I request a coach?

Click:

<https://forms.osi.apps.mil/r/1GK6hK7UJB>

Email:

dodhra.mc-alex.dcpas.mbx.dod-coaching@mail.mil

Scan:



Agency-wide Benefits of Coaching

- Increased employee engagement
- Individual and team resiliency
- Talent retention

Who can benefit from coaching?

People who are:

- Starting a new position at work
- Seeking a promotion to leadership position
- Considering a career-broadening experience
- Participating in a leadership development program
- Looking forward to upcoming retirement
- On deployment overseas
- Embarking on a Permanent Change of Station
- Going through other life transitions

A typical coaching engagement:

- Six-month duration
- Includes bi-weekly sessions
- Consists of 30-60 min time blocks
- Conducted virtually



Coaching topics:

- Goal setting, forming habits and routines, and time management
- Managing your inner critic, self-awareness, becoming more proactive, and boundary setting
- Communication, giving and receiving feedback, and preparing for crucial and difficult conversations
- Getting team buy-in, delegating, and leadership style
- Accountability
- Networking
- And more!