



MyNavy Coaching is a Chief of Naval Personnel (CNP)-led initiative to build and sustain a coaching culture in the Navy. The purpose is to deliberately grow, broaden, and sustain development to enhance performance through personal and professional goal setting and constructive feedback. To grow Sailors to be more coach-like consists of a 4-step process that includes: **1) Setting the Foundation, 2) Creating the Partnership, 3) Communicating Effectively, and 4) Driving Results/Accountability.**

Core Skills & the GROW Model	Implementation Plan
<ul style="list-style-type: none"> <li>• <b>To have the coaching conversation, a framework known as the GROW Model* (Goal, Reality, Options, and Will) is used. Here are some examples of using these questions in coaching conversation.</b> <ul style="list-style-type: none"> <li>○ What is your goal you would like to focus on? (Goal)</li> <li>○ What feedback have you received that you should work on this goal? (Reality)</li> <li>○ What are some options you have to work on this? (Options)</li> <li>○ When will you start working on these options? How will I know you’ve made progress? How do you want me to hold you accountable? (Will)</li> </ul> </li> <li>• <b>The three core skills used in coaching are:</b> Active listening, empathy, and asking powerful, open-ended questions.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>In March 2021, CNP agreed to a stand-up of a virtual MyNavy Coaching Peer-to-Peer initiative and a refocus on Mid-term Counseling. The follow-on tasks include:</b> <ol style="list-style-type: none"> <li>1) Pilot various aspects of Peer-to-Peer initiative in-person at leadership schoolhouses and accession pipelines</li> <li>2) Introduce Peer-to-Peer initiative with follow-on self-paced coaching modules available virtually.</li> <li>3) Reset the conditions for Mid-term Counseling IAW BUPERSINST 1610.10F, which are rooted in coaching conversations and feedback to maximize performance.</li> <li>4) Teach all sailors how to conduct and receive Mid-term Counseling and give/receive feedback.</li> </ol> </li> </ul>

Coaching Enhances Warfighting Capability	Coaching vs. Mentoring
<ul style="list-style-type: none"> <li>• By asking Sailors open-ended questions, we can learn what our Sailors want to develop personally and professionally. Ultimately, feedback lends to performance improvements.</li> <li>• These activities ultimately have an impact on retention-keeping Sailors in the Navy.</li> <li>• Sailors are contributing to a culture renovation within themselves by engaging in continuous, ongoing development that lends to future-proofing our Navy by empowering Sailors.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>To help differentiate coaching from mentoring:</b> <ul style="list-style-type: none"> <li>○ Mentoring is a voluntary relationship where a senior, more experienced person provides personal and career assistance to a more junior, less experienced person. Mentoring is more of a “learn from me” approach.</li> <li>○ A coach facilitates self-awareness on behalf of the coaching partner. A coach asks open-ended questions. A coach does not have to be the subject matter expert, same rank, rate, or specialty. A coach uses active listening and asks powerful questions.</li> </ul> </li> </ul>

**Rollout Plan**

Various pilots for MyNavy Coaching curricula have already been introduced at the Naval Leadership and Ethics Center Officer and Enlisted leadership school, RTC (Boot Camp) and the U.S. Naval Academy. Workshops have been conducted with various platforms, NOSCs, and Navy Career Counselors. The long-term plan is to eventually have certified embedded coaches within commands.

**Training and Other Information**

- MyNavy Coaching training.
- MyNavy Coaching FAQs can be found at: <https://www.mynavyhr.navy.mil/Career-Management/Talent-Management/Coaching/FAQ/>
- MyNavy Coaching Resources can be found at: <https://www.mynavyhr.navy.mil/Career-Management/Talent-Management/Coaching/Resources/>
- MyNavy Coaching infographics, including the GROW Model Framework and Steps for Growing our Sailors to be Coach-like, are provided at: <https://www.mynavyhr.navy.mil/Career-Management/Talent-Management/Coaching/>
- For questions about MyNavy Coaching Initiative, contact MyNavy Coaching Team at 1-866-232-NAVY (6289) or [MyNavyCoaching@navy.mil](mailto:MyNavyCoaching@navy.mil).

**Policy Guidance Links**

NAVADMIN 267/21, NAVADMIN XXX/22; BUPERSINST 5357.1, MyNavy Coaching Manual; 535701 MyNavy Coaching Handbook; 535702 MyNavy Coaching Leader Handbook, NAVPERS 5357/1, 5357/2, 5357/3, 5357/4, 5357/5, 5357/6, 1610/19