

Coaching and mentoring are two distinct leadership development activities:

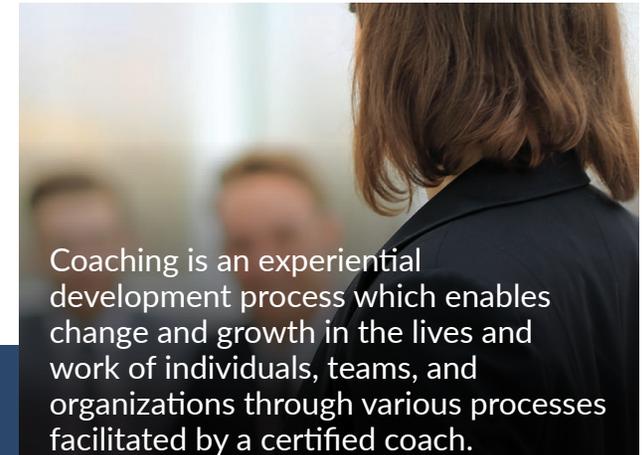
A coach:

- 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 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.



How can I request a coach?

Click:

https://dcpasexcellence.gov1.qualtrics.com/jfe/form/SV_1LocqIMSMmxvoDI

Please visit our website at [Coaching Portal-Civilian Broadening | DCPAS \(osd.mil\)](#)

Or Email us at:

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

Defense Civilian Personnel Advisory Service

4800 Mark Center Drive
Alexandria, VA 22350-1100

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



Coaching topics:

A typical coaching engagement:

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

- **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!**