

Adopting a Coaching Mindset

Transcript

Appearing

In order of appearance:

1. MAJ David Stephens
2. MAJGEN Roger Powell (Rtd)

Recorded: 2023

Location: ADFA

Transcript details

MAJ David
Stephens

So Roger, you've talked about sort of that mentoring mindset, but if I can flip it around for a moment and ask you for, especially for, our coaches that are coming on in that coaching role, what are some of the key things that they should be thinking about when they might be tempted to give more of themselves, to say, you know, when I was in your position, this is what I would have done. What advice would you have for someone who is trying to grapple with what it means to be a coach, to ask questions, potentially?

MAJGEN Roger
Powell (Rtd)

That's a great question. what springs to mind? Dave, I think, is remaining curious. So having a mindset of curiosity such that you are framing the right sorts of questions to build an understanding of what challenges the coach might be finding in his or her leadership journey. is, to my mind, where a coach could be themselves.

Curiosity also, with a degree of humility and about making the coachee counterpart feel at ease such that he or she is prepared to share whatever might be a challenge to them in the moment. And I think the other thing that I've learned over the years is that the coaching session, in session one, or session two, or session three, no doubt you'll build on the themes or terms of what might be challenges, that you can assist the coaching counterparties but the journey should be about what's in the moment to because with a young person, particular what they're thinking about a month before, what they're thinking about now, a month later, might be quite different.

So if you're dealing with the data in the moment, the things that are affecting them in the moment and being curious about it and being natural and feeling that it's a one on one, breaking any hierarchy, only sensible tracking down means that you're going to have a much richer dialogue.



- MAJ David Stephens And whether you're coaching or mentoring it's now it's the power of, you know, the quality of the relationship is directly relatable to the quality of your discussions. What are your key tips for building rapport with your coaching counterparts.
- MAJGEN Roger Powell (Rtd) People remember not what you say and do but how you made them feel. And if you can make someone feel that you were really, really in their patch and you really there to help them. and you're doing it through a dialogue where there's much about questioning as there is about advocacy of quality of the relationship is based on that conversation of advocacy and inquiry.
- Where 'inquiries' is in the mindset as, opposed to advocating what you think. Seeking permission is a wonderful way of disarming, 'Can I share with you all?', 'Is it OK if?' I find that that's a really helpful way to think.
- MAJ David Stephens Yeah, yeah. So if you do feel that you've got something to share the asking permission of them, so they that still have that sense of ownership and control in that relationship rather than you imposing something on them.
- MAJGEN Roger Powell (Rtd) Absolutely.
- MAJ David Stephens Yeah. Thank you, Roger. That's great.
- MAJGEN Roger Powell (Rtd) Thank you.

