

Being Vulnerable as a Coach

Transcript

Appearing

In order of appearance:

1. MAJ David Stephens
2. LCDR Peter Kenworthy

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Transcript details

- MAJ Dave Stephens Peter, you use the word 'vulnerability', 'to be vulnerable'. What does that... can you tell me a little bit more, as a coach, what that looks like.
- LCDR Peter Kenworthy So, I guess with vulnerability, it comes really from the work that Brené Brown done around authentic leadership. I know in the programs that I'm delivering in Navy we talk about vulnerability being a strength and not a weakness.
- So - what a great opportunity in the coaching relationship for a coach, perhaps to demonstrate a little bit of vulnerability about maybe some of the things within their life. So, you make that connection and hopefully that we will allow their coaching counterpart to demonstrate a little bit of vulnerability about the things that they would like to work on with their goals.
- I think that leads to a greater connection in that relationship between coach and coaching counterpart.
- MAJ Dave Stephens Thanks and how about the use of rank. Do you find that that's an obstacle or how do you tackle that?
- LCDR Peter Kenworthy Yeah, that's a really good question, Dave, noting that, where we are at ADFA, that the TOs are actually very early in their career and probably had not much exposure to other ranks apart from the, that training environment, but, certainly in that coach and coaching counterpart relationship, it's important to actually, depower and make sure that we're actually all on the same level.
- So if you want to get the best out of that relationship and make that all work, it's about leaving, I think, that rank folly and ego at the door. And the way I approach that is that in that first engagement that I have with them, I let you know that my preference would be to be called 'Peter' and not to use my rank.



I don't use ranking in any of the emails that I might send them or text messages, so, on that first name basis. I think that authority too is just reinforcing that we're not in a chain of command, that we are in the coaching program and we're there to support them, through the Coaching program.

And I think that ego too is about, you know, leaving perhaps some of your achievements that they wouldn't understand, that might get in the way, maybe some of the commendations you might have received, maybe some of the deployments that you've done,

it might be time is when it's appropriate to use that. But I think that could be more about you as a coach rather than focusing on the coaching counterpart.

MAJ Dave
Stephens

Thanks, Peter

