

# What Does Success Look Like

Transcript

## Appearing

In order of appearance:

1. MAJ David Stephens
2. LCDR Peter Kensworthy
3. MAJ Ali Heenan

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## Transcript details

MAJ David Stephens	As a coach, what does success look like for you?
LCDR Peter Kensworthy	I think the biggest, point around coaching success is making sure that it's not about you as a coach. because we know that we can't change somebody's behaviour. As a coach, we can't do that. It's up to the coaching counterpart to make whatever change. So you can't measure your success that way. So the success I'm looking at is what the coaching counterpart is reflecting back to me as they progress, towards achieving some of their goals, and particularly in that last session of the coaching program when you're going through reflection, what if they got out of the coaching program?
LCDR Peter Kensworthy	What are they doing differently? That gives me a bit of an idea of, perhaps what they've got out of the program. But I can't measure my success as a coach through that.
MAJ David Stephens	Tell me, what does success look like for you as a coach?
MAJ Ali Heenan	I think success for me is less about me as a coach, but more about the individual that I'm working with.
MAJ Ali Heenan	So asking the question of them, of what does success look like for them? And they may not know at the start, but that might become more apparent throughout. So for me, my focus is on making sure that I show up for the coaching counterpart in that time, and I'm not distracted and that they have my full attention and it's not about a certain outcome over the program, but rather engagement with the TO is sort of where I see success over the program.

