

Coaching Insights with GPCAPT Chris Ward

Transcript

Appearing

In order of appearance:

1. MAJ David Stephens
2. GPCAPT Chris Ward

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Transcript details

MAJ David Stephens Chris, what are your top tips for coaches?

GPCAPT Chris Ward I think the most important thing, David, is to remember why you're there. That helps you do a good job and you're there for the coachee. The coaching counterpart, so you judge the effectiveness of the questions, the set up. You evaluate the feedback, all based really on how useful the coaching exchange is, for the coachee and it's not about you as the coach. I'd also add that one should be flexible.

GPCAPT Chris Ward I think it's important to trust in the models and the techniques that one is taught and be prepared to try them as well. There's a little bit of experimentation that can be involved, and so don't go into a coaching exchange, too set in your ways. Be prepared to enjoy seeing things unfold and to react to the particular needs of your coaching counterpart. So be flexible.

MAJ David Stephens What does success look like for you as a coach?

GPCAPT Chris Ward I think it involves staying out of the space. Coaches often talk about staying removed from the imaginary space in many respects, which divides two people who are talking like you and me. So, if you find yourself doing too much talking, if you find yourself offering suggestions, or if you find yourself finishing another person's sentences, then you're encroaching on that space which should be theirs to think about.

GPCAPT Chris Ward Coaching conversations have a slower tempo than many other conversations do. And that's because it's very important for both the coach and the coaching counterpart to give themselves time to think, to formulate the right question, and to consider any answer that they've heard. And a good way to make sure that you do those things is to do what coaches talk about, and that's to stay out of the space.



MAJ David
Stephens

And the tell me, what does effective listening mean to you as a as a coach?

GPCAPT
Chris Ward

Well, I think it's effective if it's allowing a person to speak at length, and to say what's on their mind and what they hope for. And it's also effective if you're learning at the same time. And other coaches talk about the importance of having a curious mindset and in making sure that your questions are usually directed at what you've heard.

GPCAPT
Chris Ward

So you might ask a person to expand on something that they have said or you might use active listening skills such as paraphrasing or summarizing, just to ensure that you've understood what's been said, and you give your coaching counterpart an opportunity to clarify or elaborate on their own thoughts, opinions and feelings.

MAJ David
Stephens

Thanks Chris

