

Short Description of Your Journey/Personal Experience: This coaching program gave me an opportunity to quickly establish a trust relationship with a credible and engaged leader outside the military community who guided me through homing in on my strengths and opening awareness for areas of growth. Using a combination of 360-evaluations and self-reflection tests, my coach connected me to a kind of confidence that I was previously hesitant to build from — our conversations are always productive, and it feels like we're colleagues committed to pursuing a common goal.

Importance and Benefits: Coaching has been an incredible experience. Working with a credible professional outside my chain of command, who has a very different perspective than someone from my military community, is one of the unique benefits of this program. Being virtual and app-based, it is very easy to connect from the office or while traveling. This is a program I hope to continue being part of — it has already made me a far more effective public servant, and I believe it would do the same for others who desire that same improvement.

Any Recommendations / Advice for Employees Looking to Further Develop Professionally and Personally: Too often, we seek those “keys to success” from those we perceive to be successful. This program helps you define success first, and then helps you realize you already have the keys to get there.

# BetterUp Coaching

Col Raj Agrawal



**Short Description of Your Journey/Personal Experience:** I was able to work with several coaches to focus on both my personal and professional growth. Each was a wealth of knowledge in their area and provided several resources to support our conversations.

They don't just tell you what to do but guide you through conversations by asking engaging and thought-provoking questions. Each coach I worked with made sure to keep the lines of communication open and provided resources that furthered my learning experience. I was able to get a better understanding of my strengths, identify new ways to use them, and focus on areas of growth to further my professional development.

**Importance & Benefits:** You get to choose how to invest in yourself with this program and have experts support your growth, provide accountability, and celebrate your successes. Through this program, I am now better able to navigate challenges and more effectively prioritize my time, effort, and energy.

**Recommendation/Advise for employees looking to further develop Professionally and Personally:** Don't wait! Prioritize investing in yourself! This program has multiple focus areas, and you can choose as many as you want and build a schedule that works for you. I highly recommend this program and encourage anyone looking to grow to participate.

# Better Up Coaching

Ashley Whitecotton

USSF/ETMO



# DAF - BetterUp Feedback

“I have made significant changes in my personal and professional life since starting BetterUp. I have given up on old narratives that don't serve me anymore and stepped into who I am and what I bring to my teams and my family. It has been a life changing journey.”

“This has been life changing for me. Weeks of self-reflections, challenges, techniques and a plethora of resources. So beneficial.”

“I'm a lot more honest in my conversations with people. I'm not afraid to disagree respectfully and share my opinion. I'm also not afraid to be very honest and frank, straight to the point when needed. Where as before I would just stay quiet.”

“Honestly, I am just happier and look forward to work more. I have also been able to stop stressing so much about things I have no control over and work on things I do control. I also feel more confident in my abilities.”

“My wonderful coach is such an integral part of my life at this point. I know all journeys have endpoints but I'm definitely not ready for this one to end. She challenges me in personal and professional ways that just flat make me a better leader, father, husband and co worker.”

“I feel so energized and encouraged to tackle program management at work. While there are still many things that I am learning and do not yet understand in my new job, I have increased confidence and a increased feeling of purpose that has charged my productivity at work.”

“Having individualized coaching instruction has been much more impactful than the group trainings that I have attended. It was amazing to see my coach bring techniques and tools to the table that are catered toward my goals and needs.”

“My BetterUp journey has been amazing thus far. My coach has provided me with different perspectives and at times validated my thoughts and concerns. She has widened my aperture to ensure I'm able to seek feedback and understand there is always a solution that often times will reveal itself only when I am ready to see outside of my own biases or blind spots.”

“I am energized to improve myself, more self-aware of my strengths not just my weaknesses. I am open to being transparent, real, authentic and vulnerable.”