

CORPORALS COURSE LEADERSHIP 2 EXAM 2023-2024 ACTUAL EXAM 250 QUESTIONS AND CORRECT DETAILED ANSWERS WITH RATIONALES (VERIFIED ANSWERS) |ALREADY GRADED A+

IMPORTANCE OF COACHING - ANSWER- The Marine Corps' vision of leading is less concerned with rank, self-identity, recognition, or privilege than with the essence of our Corps —the individual Marine and the unyielding determination to persevere. Our vision of leading is linked directly to our common vision of warfighting, which needs leaders devoted to leading, capable of independent and bold action, who are willing and eager to assume new and sometimes daunting responsibilities, and willing to take selfless risks because the Corps must succeed.

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This guidance and the objectives of Marine corps leadership inspired the framework for this lesson.

IMPORTANCE OF COACHING CONT. - ANSWER- The coaching methodology complements a leader's existing knowledge toward developing leadership in subordinate leaders.

Coaching is defined as a process of ongoing observation and encouragement for a Marine's personal and professional growth. It occurs on a daily basis and provides informal feedback, documentation, and communication of goals focused on the development of the Marine.

Improved competence is the desired outcome of coaching. The coaching methodology uses interpersonal interaction to impart techniques and improve the recipient's ability to accomplish their goals. Coaching occurs whenever an individual provides a fellow Marine with the benefit of their experience.

IMPORTANCE OF COACHING CONT. x3 - ANSWER- Coaching is a continuous process. It occurs during training while Marines show others how to perform actions during the course of their duties or the accomplishment of their missions. While Marines carry out tasks, coaching is applied to improve the efficiency and effectiveness of their work and simultaneously develop subordinate leaders confidence and knowledge base.

The true value of any training is not so much the training itself, but the change in behavior that should result from learning. Performance is not so much about what you know as it is about what you do with what you know.

CHARACTERISTICS - ANSWER- Coaching is a process that enhances potential in individuals to improve performance. It is about helping someone learn rather than drilling them on memorization. Coaching uses:

- Hard leadership skills:
- Goal setting
- Reviewing performance

- Soft leadership skills:
 - Believing in potential
 - Developing self-belief

It is often about addressing the "attitude or motivation of an individual," which all too regularly limits their performance, progress, and potential.

SETTING GOALS - ANSWER- Using the SMART method of setting goals empowers subordinate leaders to influence coaching outcomes. Additionally, developing goals should be treated as Marines treat mission statements. Therefore, include a proper in order to (IOT) at the end of your set goals.

Characteristics of Goals: - ANSWER- •Specific: The goals must be clear (PT, education)

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- Measurable: Check progress and hold accountable
- Attainable: Relevant, manageable, and challenging
- Realistic: Tools and abilities to accomplish
- Timely: Provides focus and accountability

REVIEWING PERFORMANCE - ANSWER- After you create and document SMART goals with a plan for reaching them, engaged leadership becomes easier and more focused.

Assessing progress is where small unit leaders truly get to know and understand their Marines. By using a recommended goals form or a locally produced version, documenting these SMART goals sets a standard of assessment. Additionally, leaders have the opportunity to ensure these goals are balanced against all other competing factors of their Marines' time. The foundational key to setting and meeting these goals centers on the fact that the Marine is in control of achieving them. If adjustments to existing goals need to be made, leaders are involved in reinforcing or advising the adjustments.

"Equipment is useful only if it improves combat effectiveness"

MCDP-1

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BELIEVING IN POTENTIAL - ANSWER- Coaching is not a short-term fix; it is a long-term solution to help a person unlock their true potential and maximize their own performance through instilling confidence.

Coaching involves a skill set that can only be developed with practice and requires an investment in time, energy, and resources to maximize performance.

As a leader there are four facets of coaching to keep in mind. You want to develop yourself to:

- Coach as a guide—to keep individuals on target with performance.