

Aircrew Performance Coaching

Jason Davenhill



Circadian Low ?



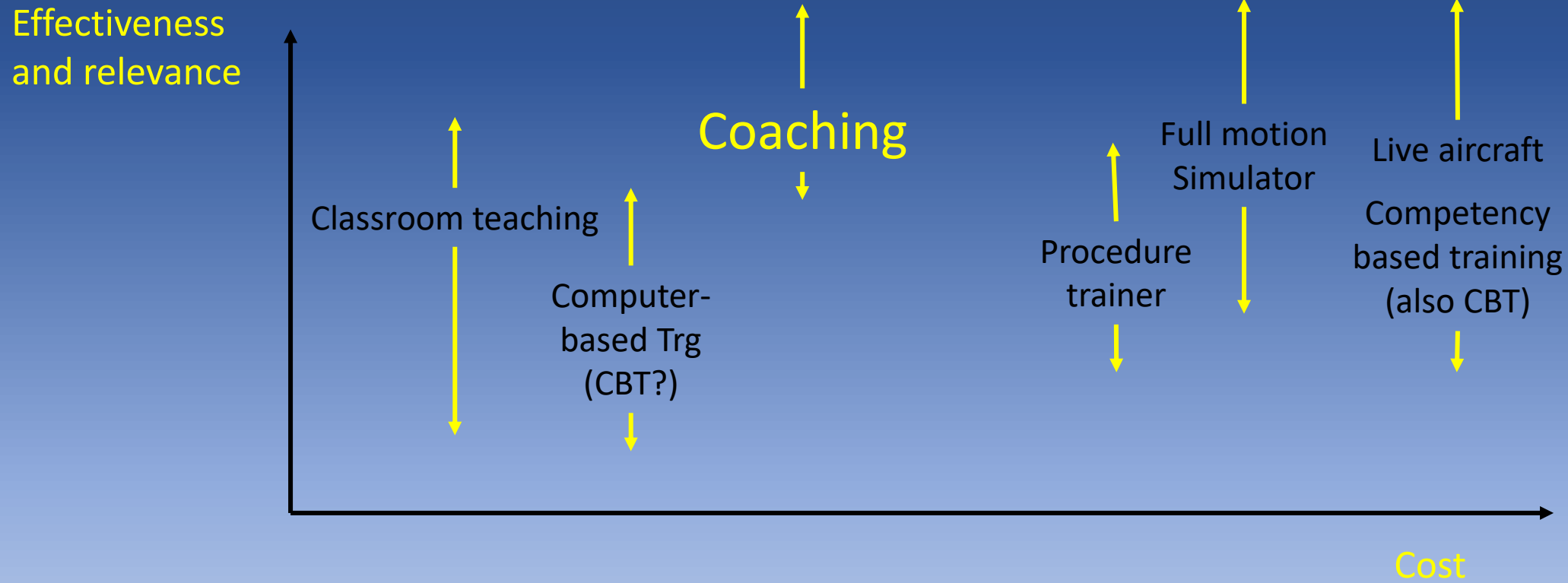
Image: Franklin Covey coaching



Training

- Extrinsic instructionshoving stuff in
- Intrinsic learningthat's where the magic is
- Pilots are proud
- Don't want to air concerns about professional ability

The hole in the middle.



Education?

- Educ..... from the Latin 'to lead out'.



Image: Franklin Covey coaching

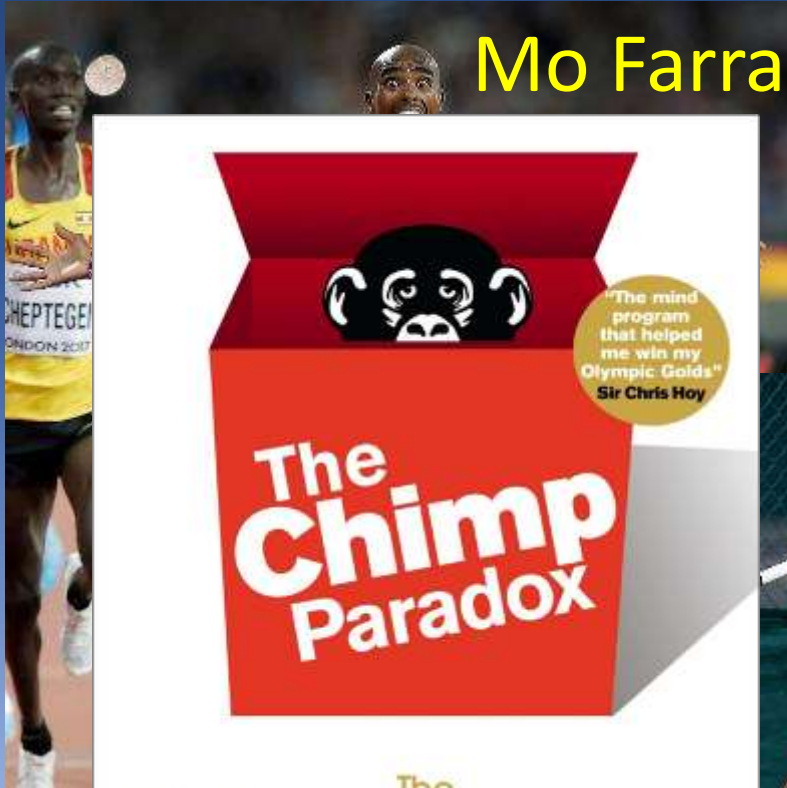


Sports Performance Coaching

Usain Bolt



Mo Farrah



Novak Djokovic



Ronny O'Sullivan



British Cycling



RAF Aircrew Performance Coaching



Top 10% single
seat Harrier

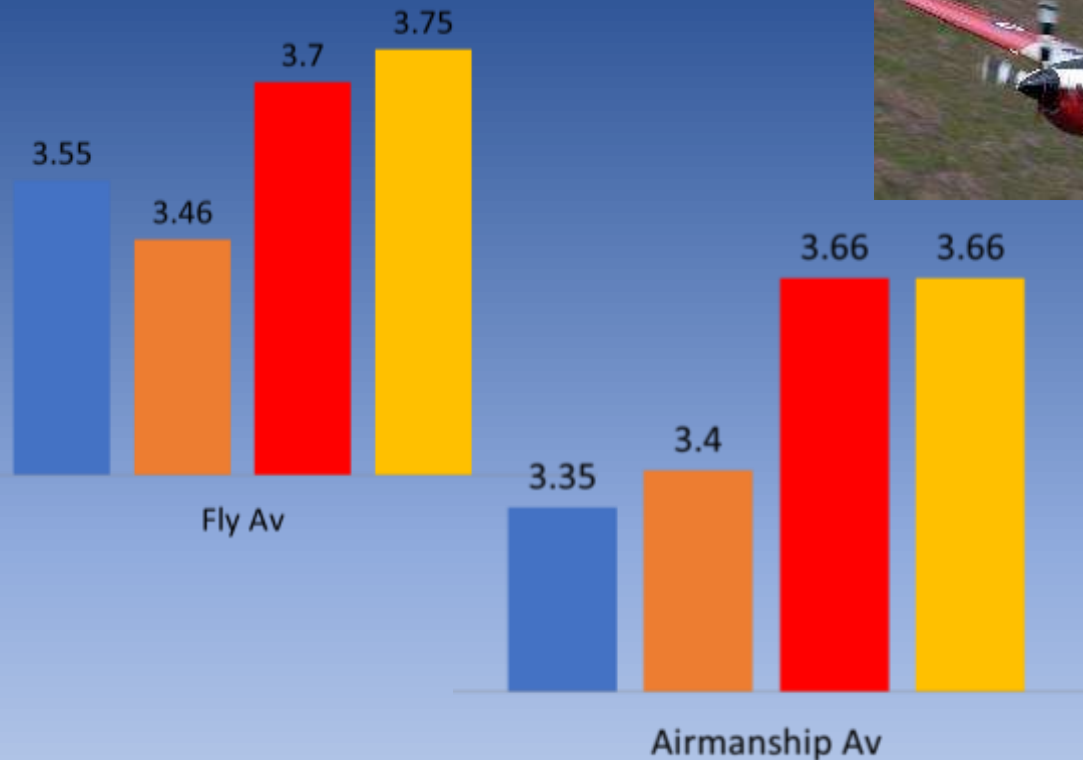


Rest: 2-seat
Tornado



Coaching trials at Linton-on-Ouse

‘SPORTS COACHING’ techniques applied to flying training – Imago Associates.



FUNDAMENTALS
OF AIRCREW
PERFORMANCE



ADRIAN
RYCROFT



Defence Helicopter School,
RAF Shawbury



Army Air Corps School of Aviation,
Middle Wallop



Flying isn't as difficult as we make out...

Landing is quite tricky....



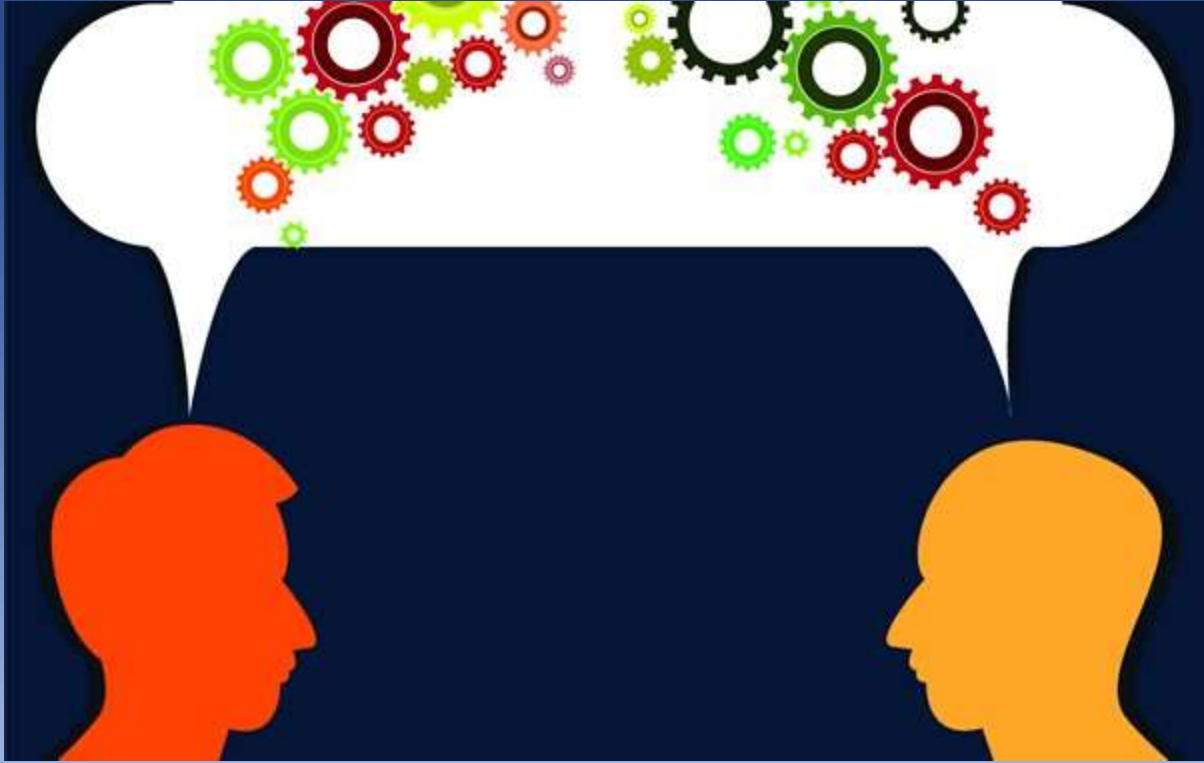
...but mostly we need to keep half blue
half green out of the front window



Anxiety is a parasite. It will make you do what it needs you to do to feed it.



We make it difficult by thinking too much



For our inner chimp the instructor is the biggest threat



One of the biggest threats to the inner chimp is the periodic sim check



Airline pilot tense about upcoming check ride

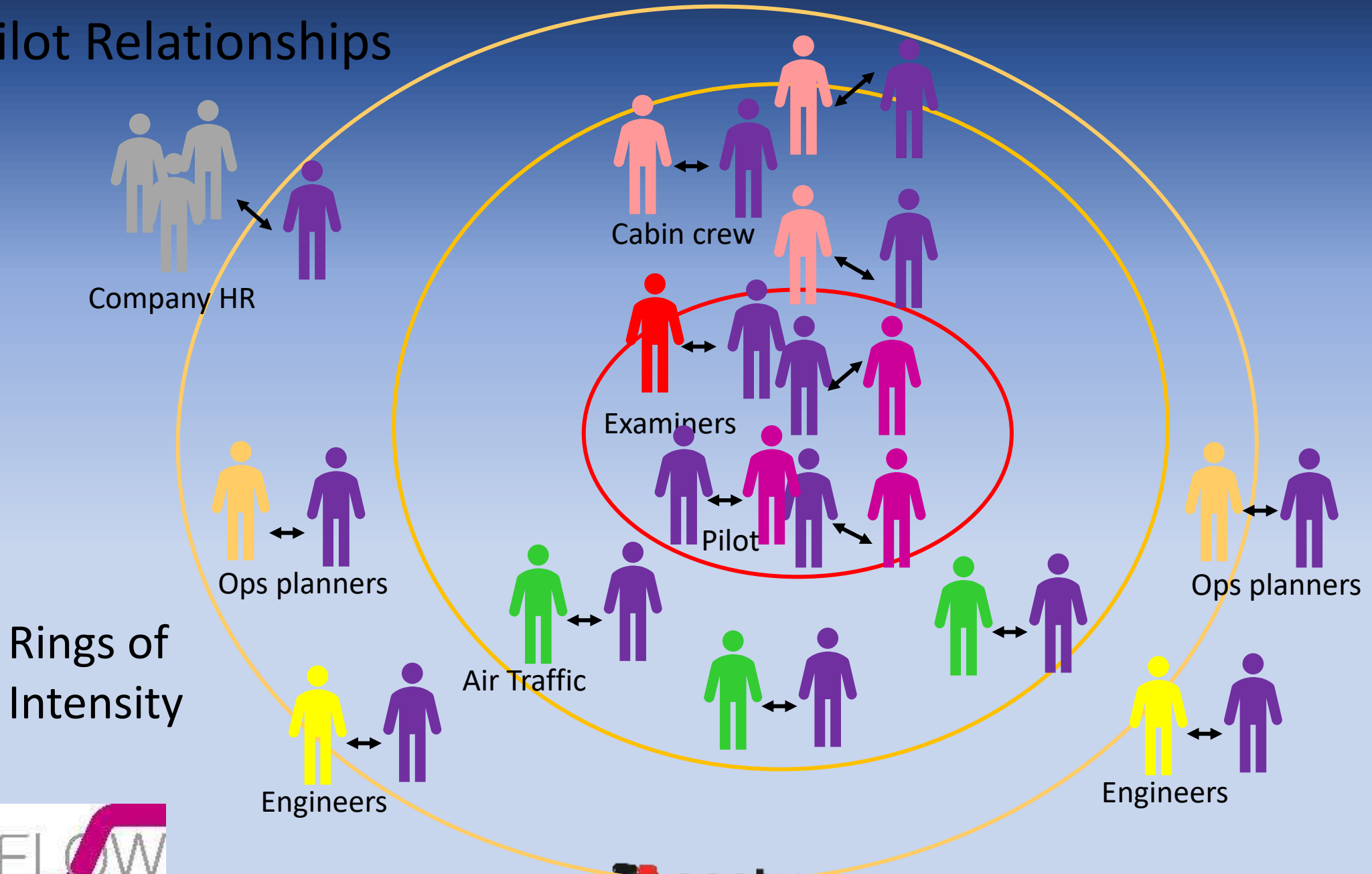
Imagery to 'practise' the ILS.
Identified ways that he had forgotten of how to prepare



Self-awareness and relationships

- Aviation is about relationships: pilot-pilot, pilot-instructor, pilot-examiner, pilot-crew, pilot-engineering, pilot-air traffic, pilot-company HR etc

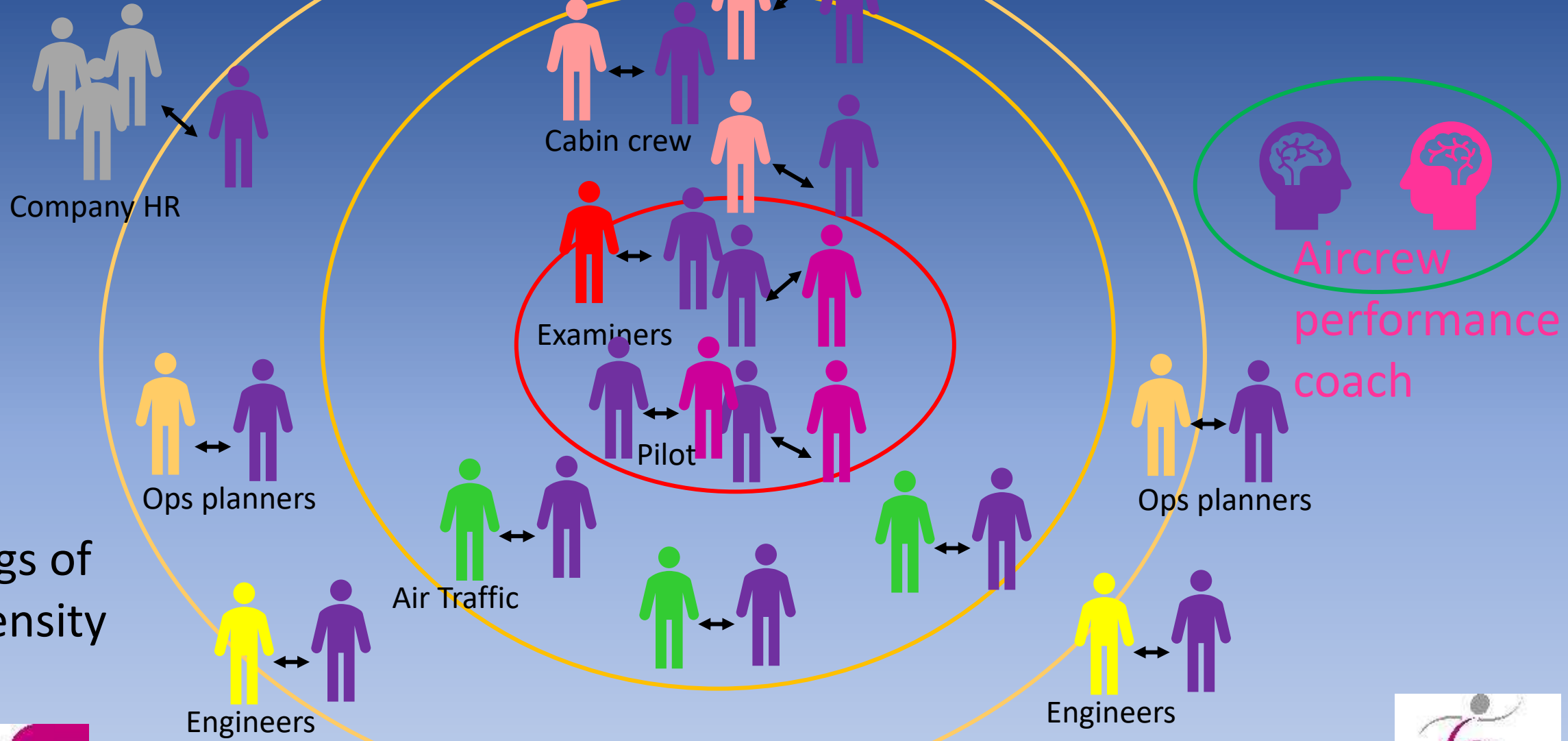
Pilot Relationships



Self-awareness and relationships

- Aviation is about relationships: pilot-pilot, pilot-instructor, pilot-examiner, pilot-crew, pilot-engineering, pilot-air traffic, pilot-company HR etc
- The best relationships come from at least one party being self-aware.
- The magic in coaching is the self-awareness it breeds.

Pilot Relationships



Chief pilot – small business airline

- Concerned he wasn't as sharp as his younger co-pilots
- Wife big NFL fan. Quarterback had a mindset coach
- MBTI preference INFJnot ESTJ
- Allowed to be himself
- Now enjoying flying again.



University student taught to 'land' by phone

Imagery 'by phone' to make landings less digital and 'feel' the aircraft onto the ground.



Pilots with phobias: NLP rewind to 'cure' the phobia

Flying Bell 412 hydraulics 'out'



Air traffic control student 'sucked in' to the radar screen

Tapped into his hobby as a boxer to help him 'step back' a bit and reassess.

Keen hillwalker reminded of looking down on the world



Army air corps Squirrel student not knowing checks

Table magician, MBTI INFP

“...needed to buy himself some thinking time.”



Kuwaiti student helicopter instructor

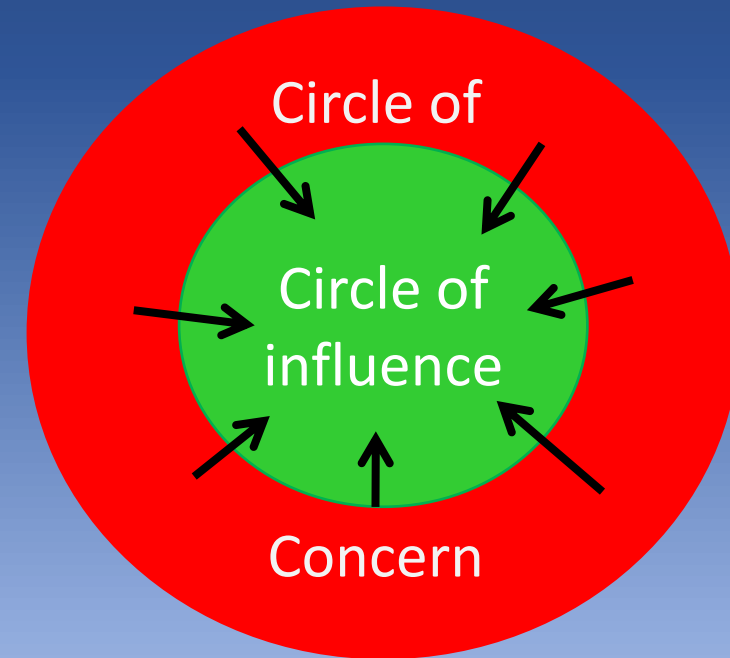
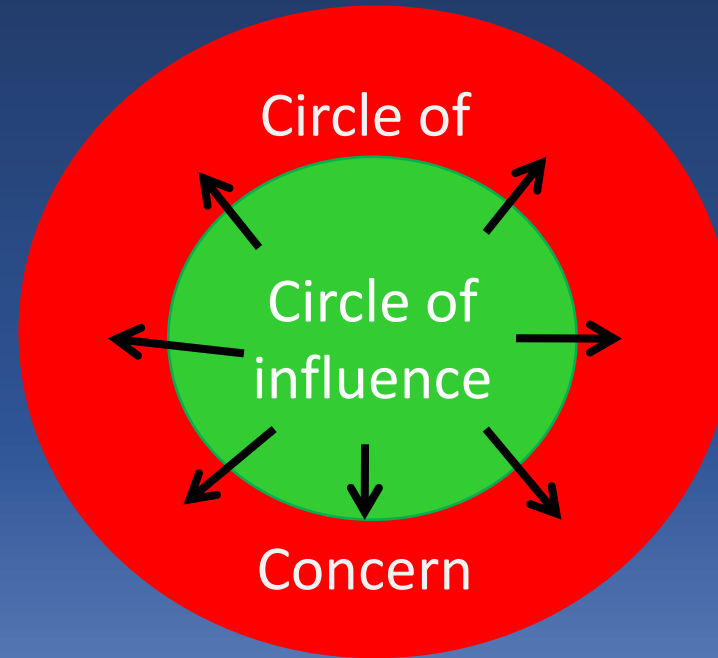
MBTI ENTJ – just like working with my best friend in the RAF

“...the conversations we had at RAF Shawbury are still between my heart and my head. You can't imagine how you fixed things in my career in just those four or five hours' conversations.”



Tools

- Imagery
- MBTI
- Circle of concern/circle of influence
- Various 'brain' models
- Personal Resilience Indicator



ADMINISTRATION OF THE PERSONAL RESILIENCE INDICATOR

- Online-based self-assessment
- Independently scientifically validated
- Higher reliability than other resilience instruments
- 64 questions (5-point Likert) plus demographics
- Considers past 4 weeks
- Takes approximately 15 min to complete
- 8-page report with benchmarked/normalised scores
- Debrief by a coach/ development professional (no independent self-assessment)
- Re-test recommended after 2-4 months

Emotional-executive balance Models right and left brain attributes

The Personal Resilience Indicator (PRI) integrates tested concepts and latest insights from neuroscience in a single assessment

- Relationships
Degree of social support and connection to others
- Composure
Recognizing own emotional states and being able to respond rather than react to stressful situation



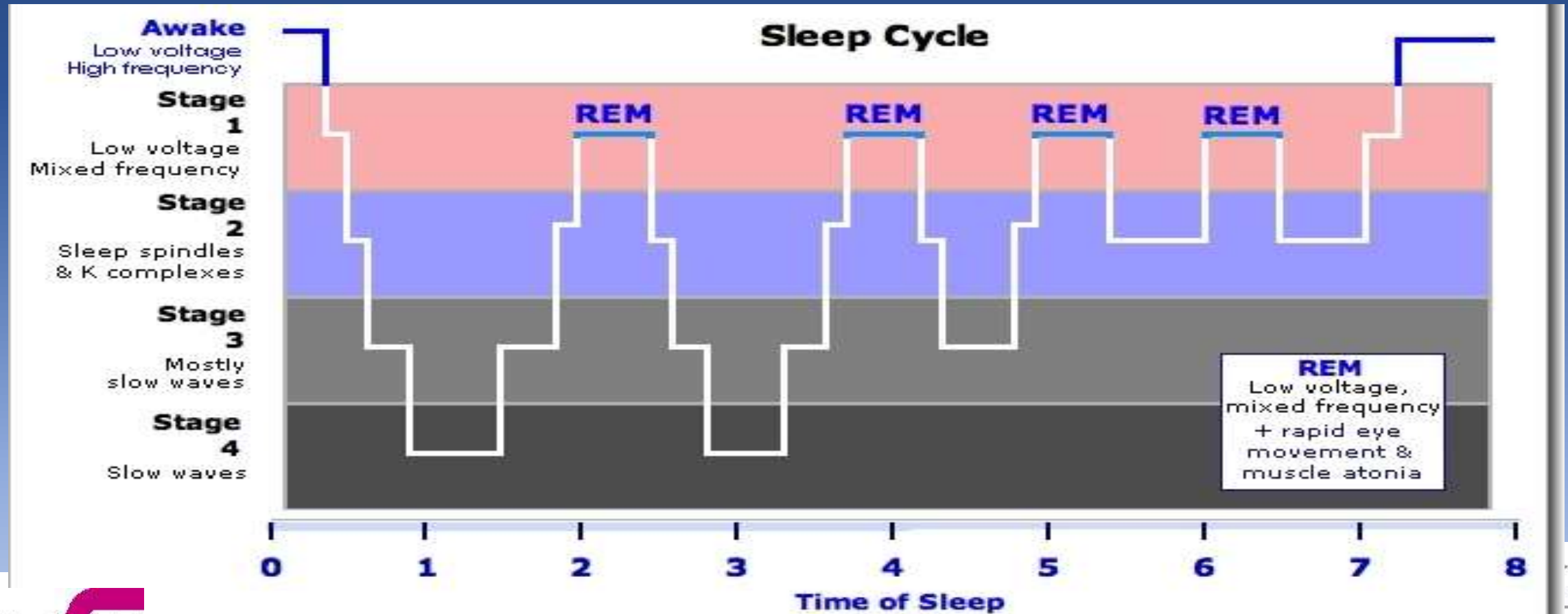
- Health
Conscious lifestyle choices and routines that support our physical and mental wellbeing
- Purpose
Sense of meaning in life and determination to pursue goals
- Problem-Solving
Resourcefulness to overcome unexpected challenges
- Perseverance
Optimism and flexibility to deal with and push through setbacks



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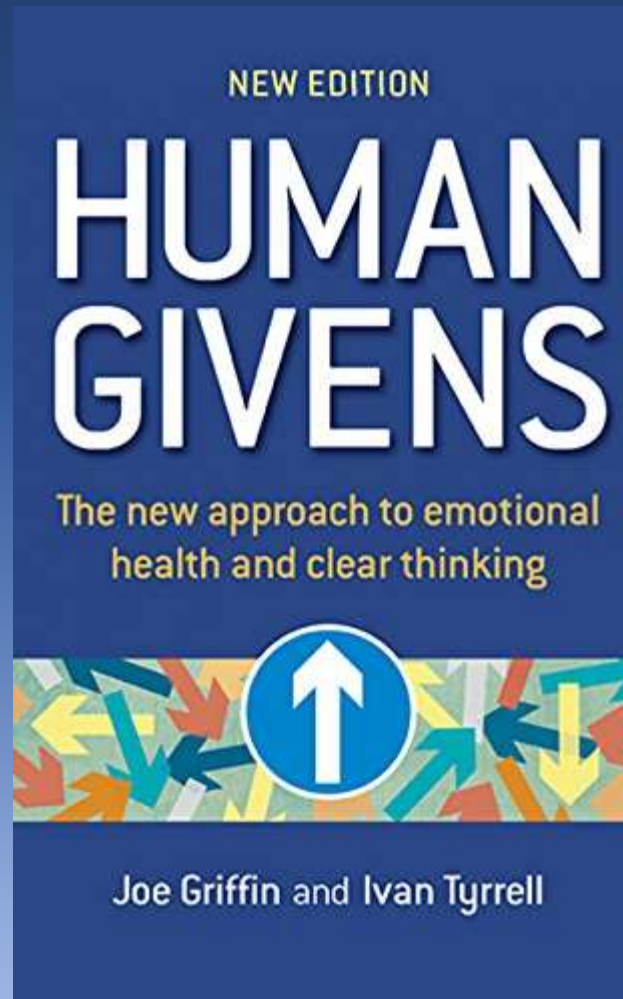
Sleep

REM sleep is where the magic happens



Human Givens

- Phobias
- PTSD
- Anxiety
- Relationships



Mental..... 'health'?

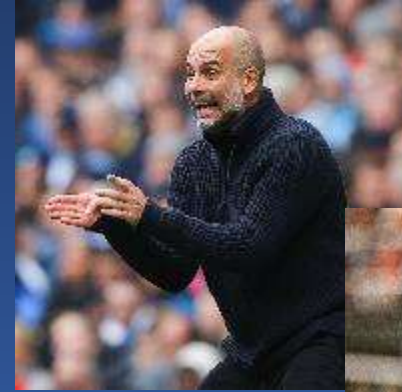
- German wings
- Top athletes' mental strength



Mental..... 'health'?

- Mentally strong and powerful
- Mentally damaged

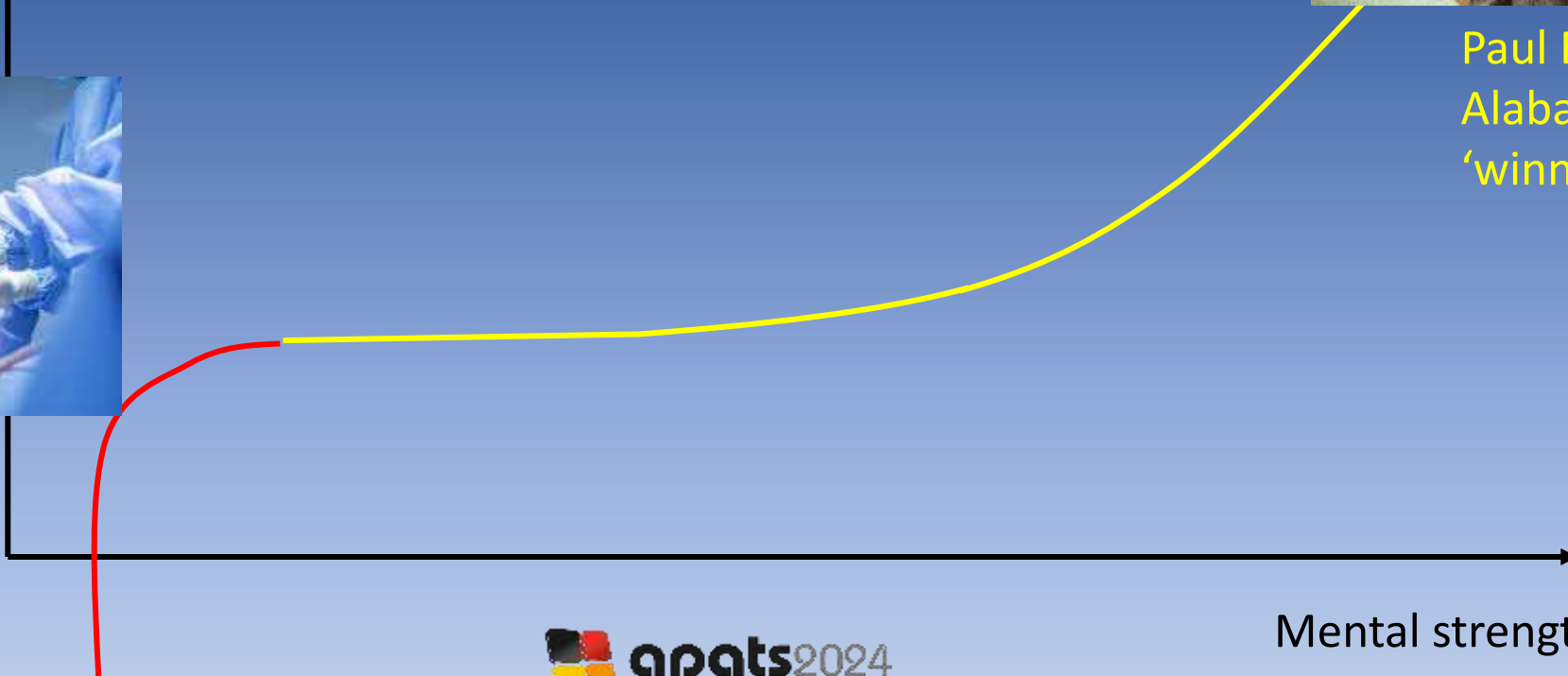
Effectiveness



Pep Guardiola –
Manchester City



Paul Bryant –
Alabama. AFL's
'winningest' coach



Mental....health?

- Desmond Tutu: “We spend all the time focusing on dragging people out of the river.
- “Why don’t we look upstream to see why they’re falling in?”



Mental....health?

- Jason Davenhill: “Why don’t we help them learn to love swimming and be brilliant at it?”
- Raise the standard in some and the rest will follow.



Magic bullet?

- Not for everyone
- Some don't 'have it'
 - Imagination
 - Motivation
- Hard work
- Not a soft option



Regulation

- The RAF got 'wrapped around' regulation
- Coaching is an art
- Difficult to regulate
- Good coaches work with the client not the system



Supervision

- Coaching coaches
- Hugely valuable in developing coaches
- Normative: keeping them 'honest'
- Formative: teaching new skills and tools
- Restorative: rebuilding confidence



Develop your own coaches?

- Aviation industry seems to be slow to realise benefits
- RAF grew pool of its own coaches
- Drop me a line and we can grow a course together



Aircrew performance coaching:
helping pilots understand and deal with their
unhelpful thought processes, rehearse and refocus
on what's important.

Questions?
(Save them for later)

One of the most powerful tools in aviation training.

Thank you for your attention



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