

Coaching Self-Assessment Tool



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This Assessment is specifically for individuals, investors, business owners, executives, and their staff members who are looking to assess their personal and organizational coaching skills in order to make their personal life and / or business more successful.

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My organization's Coaching Process

1 = rarely / 10 = always

1. We set aside time weekly with key people in my organization to coach them on specific goals, challenges, and/or skills development.

1	2	3	4	5	6	7	8	9	10
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2. We have our people set specific goals and connect with them regularly to maintain accountability.

1	2	3	4	5	6	7	8	9	10
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3. We use assessment tools to evaluate where people are at from a personal, and/or competency basis to assist us in developing them to their full potential.

1	2	3	4	5	6	7	8	9	10
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4. After a coaching session our people always leave with action steps, goals and deliverables.

1	2	3	4	5	6	7	8	9	10
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5. We use a template or formal tool for inputting, tracking progress, and generating feedback on the coaching progress.

1	2	3	4	5	6	7	8	9	10
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6. We have a process of profiling and targeting those people who are ready to be coached now and are investing coaching time heavily with these people.

1	2	3	4	5	6	7	8	9	10
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7. We provide quick laser focus sessions to problem solve and trouble shoot between regular coaching sessions.

1	2	3	4	5	6	7	8	9	10
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My coaching skills

1. I listen to truly understand others unique point of view. I am an effective listener.

1	2	3	4	5	6	7	8	9	10
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2. I facilitate the process of problem solving with my people in coaching session instead of just giving them the answer.

1	2	3	4	5	6	7	8	9	10
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3. I can gain rapport and credibility with a wide variety of people that I coach.

1	2	3	4	5	6	7	8	9	10
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4. I am great at keeping the conversation focused and on track.

1	2	3	4	5	6	7	8	9	10
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5. I effectively ask probing questions that get people communicating and sharing truth, challenges, and fears that may be inhibiting them from succeeding.

1	2	3	4	5	6	7	8	9	10
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6. I use and fully understand the applications of assessment tools and processes as a coach.

1	2	3	4	5	6	7	8	9	10
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7. People finish a coaching session with me re-energized, focused and committed consistently.

1	2	3	4	5	6	7	8	9	10
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Results

My Organizations Coaching Process Score: _____

- 55-70 Great system, keep fine tuning it for continued success and growth.
- 30-54 Your system has potential, and is probably producing reasonable results. Have someone audit your process and give you feedback on where you could be more effective. You're almost there!
- 29 or less Very little coaching is probably occurring here with a purpose. If you are investing time in coaching people you definitely need to get some help formalizing your process. Get a coach, consultant, manager, mentor, or even a good book and get started! Take time to focus on the process.

My Coaching Skills Score: _____

- 55-70 Your coaching is most likely building real momentum in the lives of the people you work with. Remember what got you here and keep growing!
- 30-54 You probably have a good relationship with the people you coach, and at times you have some momentum. Sit down and do a more in-depth analysis of your communications, coaching and feedback skills and identify what needs to be strengthened. The results are going to be directly proportionate to the quality of coaching!
- 29 or less This is obviously an underdeveloped skill. If you don't like to do it, or feel your time could be invested elsewhere for a greater return find someone else internally or externally to take over this process. If coaching is a necessary component of what you do, think about doing some coaches training programs and hiring a coach to help you with the process.