

Coaching Self Assessment

Directions:

Read each question carefully and circle the number the best describes your behavior. Circle **#1** if you **never** demonstrate the behavior, circle **#3** if you **sometimes** demonstrate the behavior, and **#5** if you demonstrate it **all of the time**. Remember, answer what you **actually do**, not what you “think” you should do.

		Never	Rarely	Sometimes	Frequently	Always
1	I ask questions to draw-out someone to better understand their perspectives and desires.	1	2	3	4	5
2	When coaching employees, I show genuine curiosity in what they have to say.	1	2	3	4	5
3	I ask probing and open-ended questions to better understand a situation before giving my advice.	1	2	3	4	5
4	I spend more time listening to get clarity about the “whole situation”.	1	2	3	4	5
5	When I listen, I try to clarify what my employees have said by summarizing what I heard.	1	2	3	4	5
6	When listening, I give my full attention and put all distractions aside.	1	2	3	4	5
7	I help people move forward with desired changes.	1	2	3	4	5
8	I help employees come up with their own solutions rather than imposing mine.	1	2	3	4	5
9	I encourage my employees to challenge their own assumptions and explore new ideas and approaches.	1	2	3	4	5
10	I encourage people to create follow-up action steps.	1	2	3	4	5
11	I give honest feedback about individual behaviors.	1	2	3	4	5
12	I am more focused on the outcome rather than the problem.	1	2	3	4	5
13	I share observed behaviors in a timely fashion.	1	2	3	4	5
14	I am OK with not knowing the answers.	1	2	3	4	5
15	I keep an open mind and try to understand the point of view of others.	1	2	3	4	5
16	I help employees recognize their strengths and areas for improvement.	1	2	3	4	5
17	I help employees understand the impact of their behavior.	1	2	3	4	5
18	I take time to understand the long-term career aspirations of the people I coach.	1	2	3	4	5
19	I offer continuous support, encouragement, and accountability as part of my coaching practice.	1	2	3	4	5
20	I partner with my employees to create development plans targeted to prepare them for career advancement.	1	2	3	4	5

Please, answer the following questions:

1. Stepping back, what is your overall average score?
2. What do you observe about the areas where a coaching approach is never/rarely used?
3. Why might that be?
4. What is one action you can take away from the self-assessment?