

Coaching Self-Assessment

Instructions: Please read each statement below and use the following scale to indicate how strongly you agree or disagree. Statements you score with a 3 represent strengths you can leverage as a coach, while those rated with a 1 or 2 represent opportunities for improvement.

1 = Rarely

2 = Sometimes

3 = Usually

	When coaching employees, I assume positive intent.
	I keep an open mind and try to understand the point of view of others.
	When coaching employees, I show genuine curiosity in what they have to say.
	I ask probing and open-ended questions to better understand a situation before giving my advice.
	When I listen, I try to clarify what my employees have said by summarizing what I heard.
	When listening, I give my full attention and put all distractions aside.
	I demonstrate attentiveness with eye contact and body language.
	I provide positive and negative feedback in a timely manner.
	I help employees recognize their strengths and areas for improvement.
	I help employees understand the impact of their behavior.
	I help employees identify any potential misalignment between their intended impact and how others actually experience them.
	I give my employees the benefit of the doubt.
	I take time to understand the long-term career aspirations of the people I coach.
	I encourage my employees to challenge their own assumptions and explore new ideas and approaches.
	I help employees come up with their own solutions rather than imposing mine.
	I support my employees in identifying goals that will have the most impact on their success at work.
	I partner with my employees to create development plans that will help them become more effective in reaching their immediate goals.
	I partner with my employees to create development plans targeted to prepare them for career advancement.
	I believe that I genuinely share in the success of those I coach.
	I offer continuous support, encouragement, and accountability as part of my coaching practice.