



## Coaching Readiness Checklist — Self-Assessment

A primary factor that influences how effective coaching will be for a particular individual is his or her readiness to be coached. In other words, coaching is not a learning strategy that will be effective for everyone at every stage of their careers. This form is designed to support you in determining if this is the right time for you to engage the services of a Coach. Please indicate your response to the following questions by checking the appropriate box (Low, Medium, High).

Readiness Factor	Low	Medium	High
I anticipate that I will derive value from coaching.			
I would describe my level of motivation for change and development to be:			
I am willing to collaborate and build rapport with the coach.			
I am willing to engage in candid assessment/conversation.			
I believe that exploration of different ways of thinking and/or seeing is beneficial.			
I expect that my underlying assumptions will be challenged.			
I want to hear frank feedback designed to support my development.			
I am willing to experiment with new behaviors and approaches.			
I am willing to invest time in working with a coach and engaging in related development assignments.			
I am prepared to participate in the process wholeheartedly.			
Overall, my level of commitment is...			

Overall, if the results determine that your coaching readiness is low or medium, it is unlikely that the coaching process will yield the results you desire. Consider the following:

1. Is this the right learning strategy for me to engage at this time? ☐ Yes ☐ No
2. If yes, what questions about the process and/or information do I need in order to enhance my readiness to participate?

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3. If yes, what needs to change in order to raise my coaching readiness? *This may be the first topic that you bring to the coach.*

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