

What makes a client coachable?

Most coaches have come across a client who seems unwilling or unable to participate effectively in coaching.

We believe the coach's role is to ask the client about their commitment to coaching and not to make that commitment on their behalf. This can help distinguish the clients who are coachable, and to find another helpful path for those who, right now, are not engaged in the process.

- In terms of your own growth, are you actively creating an effective learning environment?
- Are you open to expanding your thinking, clarifying your values, and taking bold action?
- If you answered no, what are you going to do about it?"

A short ride around this topic on google produced the following chart comparing characteristics of clients who are coachable and those who are not.

Coachable	Not coachable
<ul style="list-style-type: none"> • Aware of the need to develop and strengthen new competencies • Willing to step out of their comfort zone and try something different • 'Intentional' in sessions and outside sessions • Willing to build better relationships with others through trust • Willing to be vulnerable and transparent • Open to feedback 	<ul style="list-style-type: none"> • Inability to use self-awareness to make changes • Resistance to developing new skills to improve and/or become more effective • Unwilling to open-up and use self-expression to build trust • Blames others or excuses his/her actions. • Defensive or resistant to feedback.

Many sources say that clients must be willing to look at themselves if they are to benefit from coaching but, importantly, add that a coach should not confuse a client's discomfort with unwillingness. Also, consider whether the timing is right for coaching.

What about the client who seems willing and open during the coaching session but doesn't complete any of the follow-up actions between sessions?

It is very important for the coach to investigate and explore with the client what is getting in the way of completing such activities. The client may be simply overwhelmed by competing priorities or are being agreeable and polite during the coaching session but have no intention of following through.

Resources

Seven Warning Signs Your Employee Isn't Coachable

<http://www.forbes.com/sites/hennainam/2017/02/03/seven-warning-signs-your-employee-isnt-coachable/#7f58108231ae>

Are You Coachable?

<http://www.gailtyrrell.com/are-you-coachabletake-the-quiz-learn-4-key-steps-to-being-more-coachable/>

Uncoachable? Six Ways to Tell

<http://blog.evercoach.com/client-uncoachable-6-ways-tell/#sthash.DYmxZmtj.dpbs>