

Coaching Success Assessment

Please circle the appropriate number that best describes how you think and feel about your coaching relationship. *The questions are either preceded by "your coach"... or followed by "in our coaching relationship."*

Points	Coaching Element
1 2 3 4 5	Identifies openings to performance, change & transformation
1 2 3 4 5	Helps create a clear focus of coaching interaction each time it is held.
1 2 3 4 5	Connects my development to an appropriate sense of urgency
1 2 3 4 5	Clear priorities are established during the interaction
1 2 3 4 5	Encourages you to take appropriate action through a planned, systemized process
1 2 3 4 5	Accountability is created around priorities and time lines
1 2 3 4 5	Offers to share experience and knowledge when appropriate
1 2 3 4 5	My coach has no authority, accountability or responsibility for the outcomes I produce
1 2 3 4 5	Takes time to learn about what I do in my job
1 2 3 4 5	I look forward to our meetings and interaction
1 2 3 4 5	The coach is available for prescribed meetings and is accessible
1 2 3 4 5	Time you spend interacting is free from interruption by outside influences
1 2 3 4 5	Information created through the interaction is valuable to your success
1 2 3 4 5	Coaching interaction is valuable to your performance and development
1 2 3 4 5	Insight into the behaviors of others while valuing differences is explored
1 2 3 4 5	Barriers to performance, change and transformation of your personally and the organization are discussed
1 2 3 4 5	The coach always seems to know how to acknowledge my efforts
1 2 3 4 5	The coach tells the truth and encourages me without making me feel bad
1 2 3 4 5	When the coach explains something, the language is clear and concise—I know what is meant all the time.
1 2 3 4 5	The coach continues to encourage my personal development throughout the coaching interaction
1 2 3 4 5	The coach is able to accept constructive criticism without getting defensive
1 2 3 4 5	The coaching interaction is able to identify my blind spots without prejudice or always using negative feedback
1 2 3 4 5	Is fun to be around and likable
1 2 3 4 5	Interaction is focused on creating opportunities
1 2 3 4 5	Makes an effort to understand how I personally feel about my situation

Points	Coaching Element
--------	------------------

1 2 3 4 5	Has a good grasp of trends and business and their impact on my personal and the organization's development
1 2 3 4 5	Hears what I say and what I don't say about issues we discuss
1 2 3 4 5	Adapts the coaching interaction to my individual differences
1 2 3 4 5	Understands or asks how suggestions and ideas might affect me personally
1 2 3 4 5	Always treats me with respect and dignity
1 2 3 4 5	Is ethical and professional in their interaction with me
1 2 3 4 5	Always avoids talking down or making me feel stupid or inadequate
1 2 3 4 5	Helps me relate my personal goals to organizational goals
1 2 3 4 5	Never makes inappropriate gender or minority based remarks, even in clean fun or jokes
1 2 3 4 5	Helps me create realistic goals and time lines for my development
1 2 3 4 5	Gives me the feeling that they believe in me and are confident that I will succeed
1 2 3 4 5	Demonstrates presence and image of a professional
1 2 3 4 5	Clearly demonstrates skills that guide the interaction and my development
1 2 3 4 5	Is versed in coaching and has my respect
1 2 3 4 5	Always meet commitments regardless of the situation
1 2 3 4 5	Creates an environment of safety and security about sensitive issues
1 2 3 4 5	Establishes and adheres to clear standards regarding our interaction
1 2 3 4 5	Models behavior that I want to develop
1 2 3 4 5	Does not criticize peers, other clients, subordinates during our interactions
1 2 3 4 5	Doesn't use jargon or hard to understand language
1 2 3 4 5	Openly challenges me to stretch myself to develop my potential and realize my dreams without degrading me
1 2 3 4 5	Stands for clear principles and is not afraid to be seen doing so
1 2 3 4 5	Demonstrates persistence while asking me to move forward appropriately
1 2 3 4 5	Focuses on success in the interaction rather than on my failings
1 2 3 4 5	Helps me to constructively view difficult issues
Total _____	100 = coaching mismatch 100-150 = average effectiveness 150-200 = above average effectiveness 200 = high performance relationship

Please feel free to relate any positive or negative experiences that you would like to discuss with the reviewer.

Form courtesy of and copyrighted by W. Jan Austin | FB169