

Name _____

Date ____/____/____

1. The players that I coach are inspired to achieve extraordinary results.

New Old

1	2	3	4	5	6	7	8	9	10		
No									Inspired		
Remark:											

2. I am just as enthusiastic about my players' "wins" as I am about my own successes.

1	2	3	4	5	6	7	8	9	10		
Seldom									Always		
Remark:											

3. I am confident that I can coach people to produce extraordinary results.

1	2	3	4	5	6	7	8	9	10		
Uncertain									Confident		
Remark:											

4. I am generally intolerant of excuses.

1	2	3	4	5	6	7	8	9	10		
Too Tolerant									Intolerant		
Remark:											

5. I am inspired by the people whom I coach.

1	2	3	4	5	6	7	8	9	10		
Rarely									Frequently		
Remark:											

6. Players experience that I am committed to their success.

1	2	3	4	5	6	7	8	9	10		
I don't know									Absolutely!		
Remark:											

7. I listen for my player's commitments - not just their plans.

1	2	3	4	5	6	7	8	9	10		
Don't Distinguish Commitments.									Yes		
Remark:											

8. I confront difficult situations head-on and diplomatically, rather than avoid them.

1	2	3	4	5	6	7	8	9	10		
Avoid Always									Yes		
Remark:											

9. I am confident in my ability to effectively coach all the players who report to me.

1	2	3	4	5	6	7	8	9	10		
No Confidence									Confident		
Remark:											

10. I generate an environment of open and honest communication such that players are not shy about letting me know when they need help.

1	2	3	4	5	6	7	8	9	10		
Shy									Forthright		
Remark:											

11. I am trainable & coachable regarding coaching and I welcome the opportunity to become more effective in my work.

1	2	3	4	5	6	7	8	9	10		
Quite Resistant								Fully Coachable			
Remark:											

12. Players leave my coaching sessions energized, with new openings for action, committed action steps and deliverables.

1	2	3	4	5	6	7	8	9	10		
Rarely								Always			
Remark:											

13. I build strong relationships with my players based upon my commitment to their outstanding performance.

1	2	3	4	5	6	7	8	9	10		
No								Yes			
Remark:											

14. I listen to fully understand my player's unique point of view before I speak. I am an effective listener.

1	2	3	4	5	6	7	8	9	10		
Rarely								Always			
Remark:											

15. I plan for and prepare thoroughly for each coaching session.

1	2	3	4	5	6	7	8	9	10		
No Preparation								Always			
Remark:											

16. I record and follow up regularly regarding what players say they will do.

1	2	3	4	5	6	7	8	9	10		
Seldom								Quite Regularly			
Remark:											

17. I have a coach myself, and use him or her regularly.

1	2	3	4	5	6	7	8	9	10		
No Coach								Use Often			
Remark:											

18. Every so often I call a player spontaneously just to see how they are doing or to provide encouragement/coaching.

1	2	3	4	5	6	7	8	9	10		
Never								Yes			
Remark:											

19. I ask more of players than they would ask of themselves.

1	2	3	4	5	6	7	8	9	10		
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Never
Remark:

Often

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20. The players I coach accomplish their targeted results.

1	2	3	4	5	6	7	8	9	10
Never									Always

Remark:

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21. I ask permission first before coaching.

1	2	3	4	5	6	7	8	9	10
Never									Always

Remark:

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22. I fully utilize appropriate coaching tools and techniques in my coaching sessions with my players.

1	2	3	4	5	6	7	8	9	10
Don't Use									Fully Utilized

Remark:

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23. Through coaching I am able to expand opportunities for my players to help them improve their results.

1	2	3	4	5	6	7	8	9	10
Never									Frequently

Remark:

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24. When coaching, I err on the side of asking questions versus telling players what to do & how to do it, or providing answers.

1	2	3	4	5	6	7	8	9	10
Tell Mostly									Ask Usually

Remark:

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25. Through coaching, my players commit to taking actions that they would have otherwise never attempted.

1	2	3	4	5	6	7	8	9	10
Seldom									Often

Remark:

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26. When players promise to do something and do not, I don't ignore it or let them "off the hook", but rather I call them to account.

1	2	3	4	5	6	7	8	9	10
Never									Always

Remark:

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27. I limit feedforward to one or two key areas so that my players are not overwhelmed with input.

1	2	3	4	5	6	7	8	9	10
No									Yes

Remark:

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28. I use questions to uncover root cause performance challenges and enroll players in actions to take for their personal improvement.

1	2	3	4	5	6	7	8	9	10			
No									Yes			
Remark:												

29. I keep the coaching conversation focused and on track.

1	2	3	4	5	6	7	8	9	10			
Rarely									Always			
Remark:												

30. I ask probing questions that have players communicating the truth, challenges and fears that may be inhibiting them from succeeding.

1	2	3	4	5	6	7	8	9	10			
No									Yes			
Remark:												

31. I have regularly scheduled coaching sessions with the players whom I coach.

1	2	3	4	5	6	7	8	9	10			
No									Regularly			
Remark:												

32. I have a written, strategic coaching plan for each player that I coach.

1	2	3	4	5	6	7	8	9	10			
None Written									For Everyone			
Remark:												

33. I have written coaching contracts with specific measurable outcomes for each player so that we are clear about what we want to achieve through coaching.

1	2	3	4	5	6	7	8	9	10			
None									All			
Remark:												

34. I make myself available for impromptu coaching sessions with my players, and they are aware of my availability and how to reach me.

1	2	3	4	5	6	7	8	9	10			
Not Usually									Always			
Remark:												

35. My players are enrolled in, and have a clear understanding of the vision, objectives and strategies of their organization.

1	2	3	4	5	6	7	8	9	10			
They Are Very Resistant									Completely Enrolled			
Remark:												

36. I give feedforward in person and as close to the event as possible.

1	2	3	4	5	6	7	8	9	10			
Never									Always			
Remark:												

37. I challenge players' perspectives to broaden their possibilities for expanding their results beyond their objectives.

1	2	3	4	5	6	7	8	9	10		
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Seldom
Remark:

Often

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38. My players are aware that they may call me in between our regularly scheduled coaching sessions whenever they require assistance or just want to talk.

1	2	3	4	5	6	7	8	9	10		
Unaware										Fully Aware	
Remark:											

39. My players collect and maintain accurate records on their actions and outcomes for the things we are working on together.

1	2	3	4	5	6	7	8	9	10		
Seldom										Regularly	
Remark:											

40. I coach my mid-range performers for improving and expanding their results and I coach my stars for retention & career advancement.

1	2	3	4	5	6	7	8	9	10		
No										Yes	
Remark:											

41. I invest monthly 3 to 5 hours coaching each of my players.

1	2	3	4	5	6	7	8	9	10		
Never										Always	
Remark:											

42. I help players target high-value opportunities for action in their projects and steer them away from low-value activities.

1	2	3	4	5	6	7	8	9	10		
Never										Always	
Remark:											

43. My players are clear about my definition of coaching and the benefits of an effective coaching relationship.

1	2	3	4	5	6	7	8	9	10		
Unclear										Clear	
Remark:											

44. I know my players' current objectives in key areas of productivity and I know the past history of their results in those areas.

1	2	3	4	5	6	7	8	9	10		
Not Known										Yes	
Remark:											

45. I can clearly distinguish coaching from management, leadership and mentoring.

1	2	3	4	5	6	7	8	9	10		
Not clearly										Clearly	
Remark:											

46. I am conscious of the preferred behavioral style of each player and calibrate my coaching style, strategy and tactics appropriate to the individual.

1	2	3	4	5	6	7	8	9	10		
Unconscious										Very Conscious	
Remark:											

47. I am clear about the principles and concepts of effective coaching.

1	2	3	4	5	6	7	8	9	10		
No clarity whatsoever										Crystal clear!	
Remark:											

48. Players know my expectations of them as their coach and I know their expectations of me.

1	2	3	4	5	6	7	8	9	10		
No										Yes	
Remark:											

49. Players know my coaching philosophy.

1	2	3	4	5	6	7	8	9	10		
What Philosophy?										Yes	
Remark:											

50. My players are committed to their own personal growth and development.

1	2	3	4	5	6	7	8	9	10		
No										Yes	
Remark:											

51. I understand how to have coaching conversations that assist players in closing the distance between their current levels of results and the level of results they say they are committed to achieving.

1	2	3	4	5	6	7	8	9	10		
Unclear										Understood	
Remark:											

52. My players are certain about the difference between the coaching conversations I have with them and the management conversations we have.

1	2	3	4	5	6	7	8	9	10		
Don't Distinguish Any Difference										Certain	
Remark:											

53. I am aware of my players' dreams and aspirations and how to guide them in advancing their careers.

1	2	3	4	5	6	7	8	9	10		
Unaware										Fully Aware	
Remark:											

54. I know where my players are investing their time each week and provide coaching when I believe it to be misallocated.

1	2	3	4	5	6	7	8	9	10		
Unaware										Fully Aware	
Remark:											

55. I enter every coaching session fully aware that I can enhance every player's performance or reinforce his or her loyalty & commitment to their organization.

1	2	3	4	5	6	7	8	9	10		
Unaware										Fully Aware	
Remark:											

New Total Score: 0 divided by 5.5 = 0.0%

Old Total Score: 0

divided by 5.5 = 0.0%

Questions by Coaching Dimension:

Being: 1-14.

Practices: 15-30.

Structure: 31-43.

Knowledge: 44-55.