

# Organizational Leader Coach | 360° Feedback Tool

Coaching Competency	Rating	Comments
1. Creates a safe, supportive environment, which encourages my exploring my strengths and limitations and experimenting with new skills and behaviors		
2. Expresses confidence in my ability to develop my potential		
3. Ensures there is a focus and structure to our coaching sessions		
4. Listens fully to what I have to say, and encourages my truthful self-expression		
5. Attends to my personal agenda, not his/her agenda for me		
6. Demonstrates respect for my personal communication and learning style		
7. Asks questions which demonstrate he/she is actively listening and understands my unique perspective		
8. Holds the trusting space of the coaching relationship to include expression of strong emotion without losing his/her objectivity		
9. Helps me to be clear about what's important for my success and what constitutes extraordinary performance by me		
10. Uses language, which is respectful and free of bias, jargon or judgment		
11. Communicates important points or new concepts using personal experience, stories and concrete examples		
12. Helps me to identify areas in which my stated intentions and behaviors are not congruent		
13. Provides support and encouragement for my trying new behaviors and actions, including those involving risk taking or those, which elicit anxiety		
14. Collaboratively develops a challenging coaching plan with me that includes specific goals and timeframes, and reviews my progress with me on a regular basis		
15. Celebrates and endorses my successes		
16. Helps me to see what is ahead for me and to identify the learning, experiences, and actions needed for me to take myself to the next level		

Coaching Competency	Rating	Comments
17. Develops my ability to make decisions, solve problems, and address key concerns		
18. Offers alternative points of view that are aligned with my goals, and without attachment or bias, engages me in their consideration		
19. Demonstrates commitment to high personal and professional standards, and challenges me to raise my standards		
20. Helps me to examine, without judgment or censure, my attitudes, beliefs and habitual behaviors that do not serve me or my goals		
21. Makes clear, direct requests for actions on my part, which will move me forward towards my stated goals		
22. Supports me when I make mistakes by helping me articulate what's missing from my strategy or where I need to focus		
23. Helps me to identify and remove obstacles to my success, including technical, skills, systems, and attitudes		
24. Promotes my being self-disciplined and holds me accountable for my goals and intended actions		
25. Demonstrates willingness to learn from me; is receptive to my coaching him/her		
26. Can be counted on to follow through on his/her agreements and commitments in our relationship		
27. Demonstrates commitment to continuous improvement of his/her own skills and capabilities		
28. Uses humor effectively to create lightness and energy during our coaching sessions		
29. Is open to a number of ways of working with me; is not locked into a specific technique or formula		
30. Has a strong professional presence; yet, is not afraid to reveal when he/she does not know something		

### Rating Scale

1. **Never** engages in the described behavior
2. **Seldom** engages in the described behavior
3. **Usually** engages in the described behavior
4. **Frequently** engages in the described behavior
5. **Always** engages in the described behavior

### Additional Comments:

Form completed for \_\_\_\_\_ Form completed by \_\_\_\_\_

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