

# 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
<b>Total _____</b>	<b>100 = coaching mismatch</b> <b>100-150 = average effectiveness</b> <b>150-200 = above average effectiveness</b> <b>200 = high performance relationship</b>

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