

## Coaching Self-Assessment

To better understand your current skills and capabilities as a coach, review the following statements and rank your skills from 1 – 12 **using each number only once**. 1 = weakest skill and 12 = strongest skill.

Action	Rank Order
1. Before I start coaching, I make sure there are shared expectations for the coaching discussion.	
2. I keep the conversation focused and on track, and create two-way dialogue.	
3. I solicit information from the coachee to find out how they self-assess their own behavior – strengths and areas for improvement.	
4. I listen to truly understand others' unique points of view. I am an effective listener.	
5. I provide feedback that is timely, specific and objective.	
6. I am able to deal with difficult situations, such as diffusing and addressing defensive reactions to corrective feedback.	
7. I ask effective, open-ended, clarifying questions, followed by silence, to	

Complete document available with full version

### Results

Once you have ranked yourself, look at the skills you numbered 1 – 5. You have ranked these as skills that you probably need to work on as a coach. But, don't forget about the other skills. Even the skills ranked 9 – 12 may require attention.