



## Assess Your Coaching Skills

This assessment can be used to get an impression of how well you coach others in a conversation to achieve goals and solve problems. Rate each of the following aspects in coaching *as you believe others would rate you*. This assessment is self-scoring - you decide what aspects that you want to work on.

1. I believe in the ability of others to come to their own conclusions and solutions.  
Never                  Rarely                  Usually                  Very Often                  Always
2. I believe that people are very effective when they can trust their own wisdom.  
Never                  Rarely                  Usually                  Very Often                  Always
3. I recognize the most appropriate times to having coaching conversations with others.  
Never                  Rarely                  Usually                  Very Often                  Always
4. I cultivate trust with others, including so that they can feel safe with me.  
Never                  Rarely                  Usually                  Very Often                  Always
5. I verify what I am hearing -- I can summarize and paraphrase what I am hearing.  
Never                  Rarely                  Usually                  Very Often                  Always
6. I accurately detect and understand the emotions of others.  
Never                  Rarely                  Usually                  Very Often                  Always
7. I ask forward-looking, thoughtful and open-ended questions to cultivate reflection.  
Never                  Rarely                  Usually                  Very Often                  Always
8. I keep myself and others continually focused in coaching conversations.  
Never                  Rarely                  Usually                  Very Often                  Always
9. I honor and respect diverse points of view about situations and possible solutions.  
Never                  Rarely                  Usually                  Very Often                  Always
10. I support others to select -- and verify -- their own relevant and realistic actions.  
Never                  Rarely                  Usually                  Very Often                  Always
11. I maintain accountability for myself and others to take actions that they commit to.  
Never                  Rarely                  Usually                  Very Often                  Always
12. I guide and support myself and others to continually reflect and learn.  
Never                  Rarely                  Usually                  Very Often                  Always
13. I guide and support myself and others to acknowledge accomplishments.  
Never                  Rarely                  Usually                  Very Often                  Always
14. I help others to continually develop their own coaching skills.  
Never                  Rarely                  Usually                  Very Often                  Always