

Coaching Self-Assessment Form

INSTRUCTIONS:

The purpose of this activity is to assist you in learning about what you need to be successful as a coach and to help you create an action plan for self-improvement. Write an X in one of the boxes to the right of each competency, depending on how you see yourself right now. No one will see your ratings unless you voluntarily share them, so please be honest in your assessments.

	<i>Lacking this Skill</i>			
	<i>Need to Develop This</i>			
	<i>Doing OK on This</i>			
	<i>One of My Strengths</i>			
Communicating Instructions. Showing the person, you are coaching how to accomplish the task and clarifying when, where, how much, and to what standard it should be done				
Setting Performance Goals. Collaborating with others to establish short- and long-term goals for performance on particular tasks.				
Providing Feedback. Carefully observing performance on individual tasks and sharing these observations in a nonthreatening manner.				
Rewarding Improvement. Using a variety of means to provide positive reinforcement to others for making progress on the accomplishment of important tasks.				
Dealing with Failure. Working with others to encourage them when they do not meet expectations.				
Working with Personal Issues. Listening empathically and without judgment, and offering emotional support for nonwork difficulties.				
Confronting Difficult Situations. Raising uncomfortable topics that are impacting task accomplishment.				
Responding to Requests. Consulting with others on an as-needed basis. Responding to requests in a timely manner.				
Following Through. Keeping commitments. Monitoring outcomes of the coaching process and providing additional assistance when necessary.				
Listening for Understanding. Demonstrating attention to and conveying understanding of others.				
Motivating Others. Encouraging others to achieve desired results. Creating enthusiasm and commitment in others.				
Assessing Strengths and Weaknesses. Identifying root causes of individual performance. Probing beneath the surface of problems. Keenly observing people and events. Defining and articulating issues effectively				
Building Rapport and Trust. Showing respect for others. Acting with integrity and honesty. Easily building bonds with others. Making others feel their concerns and contributions are important.				

Masterful Coaching Self Assessment

S Ashworth



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