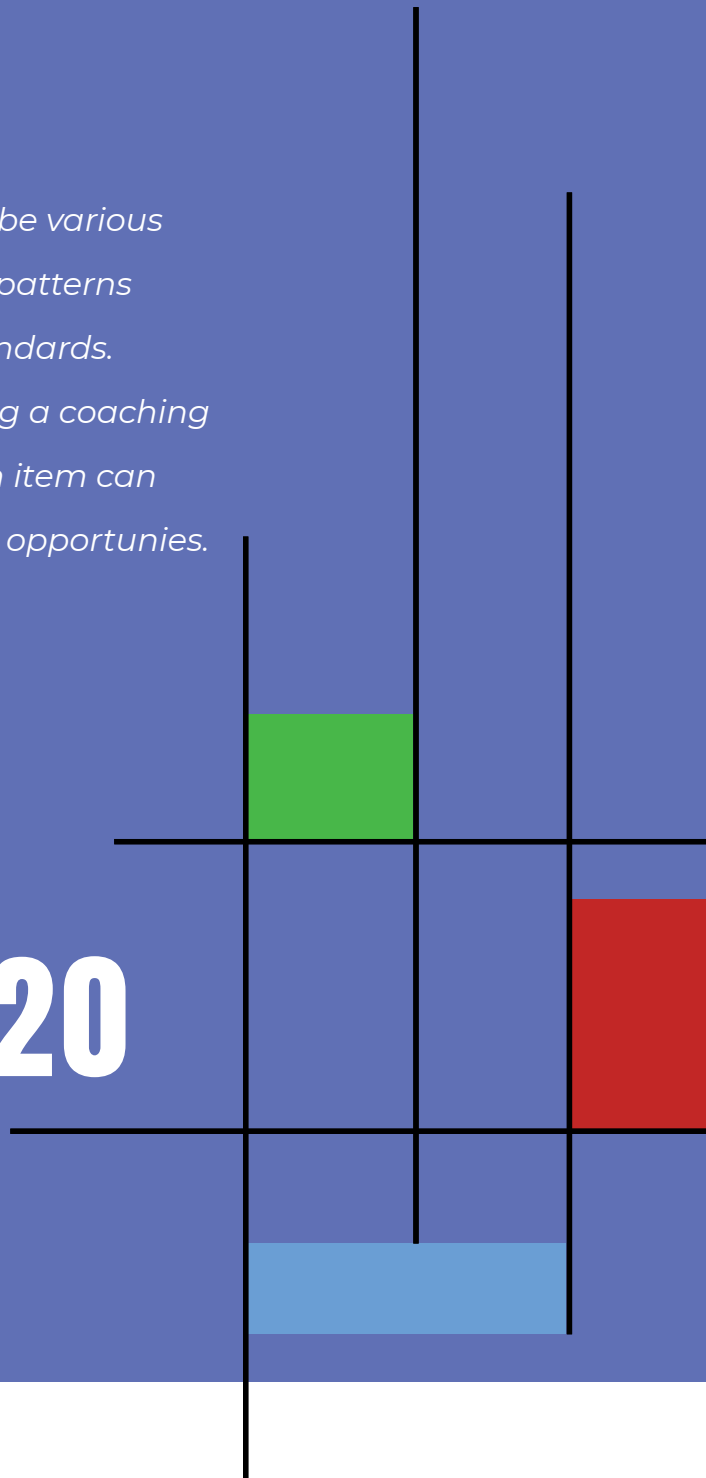


# YOUR COACHING SELF<sup>+</sup> ASSESSMENT

*The items in this self-assessment describe various coaching skills, behaviors and thought patterns which are aligned with the ICF PCC standards. While not all are used at all times during a coaching relationship, overall assessment of each item can provide insight into your strengths and opportunities.*

## 2020



# DEVELOPING AND MAINTAINING RAPPORT

Indicate, using a scale of 1-5, 1 being the least and 5 being the greatest, how closely each item describes your current coaching practice.

**01**

I calibrate my energy level to reflect the client's

**02**

I choose my language to reflect the client's language

**03**

I create a judgement free zone

**04**

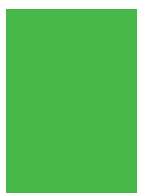
I engage in self-management:  
eg containing my own anxiety,  
need for recognition, etc.

**05**

I engage in self-management:  
eg containing my own anxiety,  
need for recognition, etc.

**06**

I listen for explicit and implicit meanings



# CREATING AND MAINTAINING THE RELATIONSHIP

Indicate, using a scale of 1-5, 1 being the least and 5 being the greatest, how closely each item describes your current coaching practice.

01

I check my client's understanding of coaching

02

I ask how the client would like to be coached

03

I demonstrate the equality of the relationship

04

I seek the client's feedback on the session

A vertical line with horizontal tick marks for rating items 01 through 04. The line is positioned to the right of the text. There are four horizontal tick marks on the line, corresponding to items 01, 02, 03, and 04. The tick marks are positioned at the top, middle, and bottom of the line, with the top tick mark being the longest and the bottom tick mark being the shortest.

# CREATING GOALS

Indicate, using a scale of 1-5, 1 being the least and 5 being the greatest, how closely each item describes your current coaching practice.

- 01 I ask for the client's agenda items
- 02 I help the client re-frame a general topic, complaint or problem into an actionable session goal
- 03 I understand the goals in the framework of the client's work or personal context
- 04 I review how far the goal has been met at the end of the session

A diagram consisting of two vertical lines and seven horizontal lines. The horizontal lines intersect both vertical lines, creating a series of rectangular cells. The lines are black and of uniform thickness. The overall structure is a simple grid or ladder-like pattern.

# QUESTIONING

Indicate, using a scale of 1-5, 1 being the least and 5 being the greatest, how closely each item describes your current coaching practice.

**01**

I am aware of and keep my agenda out of the way

**02**

I ask what or how questions

**03**

I ask some follow-up questions which take the conversation to deeper levels

**04**

I ask questions about the client's thinking, beliefs or assumptions

**05**

I use questions to identify feelings

A vertical scale from 1 to 5, represented by a central vertical line with horizontal tick marks. To the right of the scale, a yellow square is positioned next to the number 3, indicating the selected rating for item 03.

Item	Rating
01 I am aware of and keep my agenda out of the way	
02 I ask what or how questions	
03 I ask some follow-up questions which take the conversation to deeper levels	3
04 I ask questions about the client's thinking, beliefs or assumptions	
05 I use questions to identify feelings	

# HANDLING CHANGE AND RESISTANCE

Indicate, using a scale of 1-5, 1 being the least and 5 being the greatest, how closely each item describes your current coaching practice.

**01**

I work at establishing motivation to change

**02**

I help the client change limiting beliefs and assumptions

**03**

I help the client take multiple perspectives

**04**

I am able to help my client identify options

**05**

I help the client clarify generalizations

**06**

I am able to help the client to reframe problems as possibilities




# MANAGING THE FLOW OF THE COACHING CONVERSATION

Indicate, using a scale of 1-5, 1 being the least and 5 being the greatest, how closely each item describes your current coaching practice.

**01**

I am able to identify and reflect back bottom-line issues

**02**

I summarize client's statements accurately and succinctly

**03**

I avoid interrupting the client

**04**

I manage the session time effectively

**05**

I maintain forward momentum in the conversation




# MOVING THE CLIENT TO ACTION

Indicate, using a scale of 1-5, 1 being the least and 5 being the greatest, how closely each item describes your current coaching practice.

**01**

I support the client in owning the outcome

**02**

I encourage the client in developing post-session action plans

**03**

I support the client in identifying needed or available resources for action plans

**04**

I support client learning from experiences between sessions

A vertical scale for rating coaching practices from 1 to 5. It consists of a central vertical line with four horizontal lines intersecting it, creating five equal rectangular boxes. The top box is the first rating level, and the bottom box is the fifth rating level.



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# Reflection

Consider your overall patterns and your clients' reactions. Which coaching practices seem to be most effective? Which ones are least effective? What do you want to change?

Most Effective

Opportunities for Development

