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.
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
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
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
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
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**