

Assessing my.....

COACHING COMPETENCIES

COACHING IN ORGANIZATION

RATE YOURSELF 1-5 FOR EACH ITEM

- 1: Oh! I have never done this!!!
- 2: I am improving on this.
- 3: I am working on this with good progress.
- 4: I am doing this, but not quite consistently
- 5: Yes!, this is me most of the time.

COACHING FOUNDATION

- Able to clarify for coachee what coaching is and what is not.
- Able to decide if coaching is appropriate for the coachee's agenda or goals
- Able to make myself available when the coachee needs a coaching conversation

MY SCORE

COACHING RELATIONSHIP

MY SCORE

- Able to involve the coachee in setting goal and develop plan
- Able to establish trust and safety with the coachee
- Able to create safe environment for the coachee to speak and share openly

LISTEN LIKE A COACH

- Able to focus on the coachee's agenda, not the coach's
- Able to listen to what is said and what is not said
- Able to clarify, reflect and paraphrase
- Able to understand the coachee's context
- Able to understand the coachee's needs, values and styles

MY SCORE

ASK LIKE A COACH

MY SCORE

- Able to ask questions that raise coachee's self-awareness
- Able to ask questions that encourage coachee's self-learning
- Able to ask open-ended questions to create awareness and insights
- Able to ask questions that move the coachee's forward

SPEAK LIKE A COACH

- Able to articulate clearly and concisely
- Able to give useful feedback
- Able to use metaphor or stories to stimulate insights for the coachee
- Able to support the coachee to reframe the situation or thoughts when needed

MY SCORE

FACILITATE LEARNING AND GROWTH

MY SCORE

- Able to support the coachee in prioritizing goals and plan
- Able to stretch the coachee to aim for his/her higher potentials
- Able to help the coachee identify obstacles or blockages of his/her plan and how to deal with them

ACCOUNTABILITY

- Able to hold the coachee accountable
- Able to support the coachee in celebrating achievements
- Able to support the coachee to sustain successes

MY SCORE

SELF DEVELOPMENT

MY SCORE

- Able to reflect on my own strengths and development areas in coaching
- Able to continue my coaching practices and seek feedback for my self improvement

LEARNING AGILITY

- Able to increase my learning agility
- Able to read the changes and trends outside and inside the organization
- Able to recognize the implications of these changes and adjust my coaching approaches for the success of my team members

MY SCORE

MY TOTAL SCORE

Assessing my.....

COACHING COMPETENCIES

COACHING IN ORGANIZATION

MY TOTAL SCORE

MY STRENGTHS



MY DEVELOPMENTAL AREAS



ACTION PLANS

