

A woman with curly hair, wearing a dark blazer over a light blue shirt, is standing and writing on a whiteboard with a red marker. In the foreground, the back of a person's head and shoulders are visible; they are holding a tablet computer. The background shows a whiteboard with some papers and markers hanging on it. The entire image has a dark blue overlay.

CORVUS PEOPLE



COACHING SELF-ASSESSMENT TOOL

**A GUIDE FOR COACHES TO SUPPORT THEIR ONGOING
PROFESSIONAL DEVELOPMENT**



INTRODUCTION

This form facilitates self-reflection, allowing you to recognise your coaching strengths and areas for growth. It encourages a proactive approach to professional development and helps you stay focused on refining your coaching skills and identifying your strengths and opportunities for improvement.

This form also serves as a tool for holding yourself accountable to your coaching standards and encourages a commitment to ongoing learning and development of coaching practices. It will help you as a coach to share relevant insights gained from the self-assessment with stakeholders, such as clients or organisations, to demonstrate your commitment to excellence in coaching.

WHEN

Initial Self-Reflection

Begin by using this form for self-reflection as a coach following a coaching session or conversation. It serves as a valuable tool for assessing your coaching competencies and identifying areas for improvement.

Regular Check-Ins

Periodically revisit the self-assessment to gauge your progress and development as a coach. Regular self-evaluation fosters continuous improvement.

Goal Setting

Use the form to set specific goals for enhancing your coaching skills. Focus on areas where improvement is needed and outline actionable steps.

HOW

Read Each Statement Carefully

Take the time to understand each statement thoroughly before responding. Consider specific instances or experiences related to each competency.

Honest Self-Reflection

Be honest in your self-assessment. Reflect on your coaching interactions and behaviours to provide accurate ratings for each statement.



Scale Utilisation

Use the provided scale (3: Strongly Agree, 2: Agree, 1: Disagree, N/A: Not Applicable) to rate your agreement with each statement. Choose the rating that best represents your current perception.

Identify Patterns

Look for patterns in your responses. Identify areas where you consistently rate yourself high (strengths) and areas where you may consistently rate yourself lower (opportunities for improvement).

Set Actionable Goals

Based on your assessment, set actionable and measurable goals for improvement. Prioritise areas that align with your coaching objectives.

ADDITIONAL TIPS

Include Additional Comments

Take advantage of the additional comments section to provide context or elaborate on specific areas. This can add depth to your self-assessment.

Regularly Update Your Assessment

As you progress in your coaching journey, regularly update the assessment to reflect changes in your coaching style, skills, and overall effectiveness.

Seek Feedback

Supplement the self-assessment by seeking feedback from peers, mentors, or coachees. External perspectives can offer valuable insights.

Remember, the Coaching Self-Assessment Form is a dynamic tool meant to support your growth as a coach. Embrace the opportunity to learn, adapt, and continuously enhance your coaching capabilities.



COACHING SELF-ASSESSMENT FORM

Please read each statement below and use the following scale to indicate how strongly you agree or disagree. Statements you score with a 3 represent strengths you can leverage as a coach, while those rated with a 1 or 2 represent opportunities for improvement.

QUESTIONS	✓	NOTES
1. I actively listen to my coachee without interrupting		
3 (Strongly Agree)		
2 (Agree)		
1 (Disagree)		
N/A (Not Applicable)		
2. I am proficient in asking powerful and open-ended questions		
3 (Strongly Agree)		
2 (Agree)		
1 (Disagree)		
N/A (Not Applicable)		
3. I provide constructive and specific feedback to my coachee		
3 (Strongly Agree)		
2 (Agree)		
1 (Disagree)		
N/A (Not Applicable)		

4. I create a safe and confidential space for coachees to share openly		
3 (Strongly Agree)		
2 (Agree)		
1 (Disagree)		
N/A (Not Applicable)		
5. I am adaptable and can adjust my coaching approach to different coachees		
3 (Strongly Agree)		
2 (Agree)		
1 (Disagree)		
N/A (Not Applicable)		
6. I set clear and achievable goals with my coachee		
3 (Strongly Agree)		
2 (Agree)		
1 (Disagree)		
N/A (Not Applicable)		
7. I effectively communicate and convey empathy during coaching sessions		
3 (Strongly Agree)		
2 (Agree)		
1 (Disagree)		
N/A (Not Applicable)		
8. I am knowledgeable about coaching models and techniques		
3 (Strongly Agree)		
2 (Agree)		
1 (Disagree)		
N/A (Not Applicable)		
9. I follow up with coachees to track progress on action plans		
3 (Strongly Agree)		
2 (Agree)		
1 (Disagree)		
N/A (Not Applicable)		
10. I seek continuous learning and improvement in my coaching skills		
3 (Strongly Agree)		
2 (Agree)		
1 (Disagree)		
N/A (Not Applicable)		

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GET IN TOUCH TODAY

We hope this you have found this resource useful. For more information on Corvus People, or for a consultation with one of our advisors, please contact us at hello@corvuspeople.com.



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