

## 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.

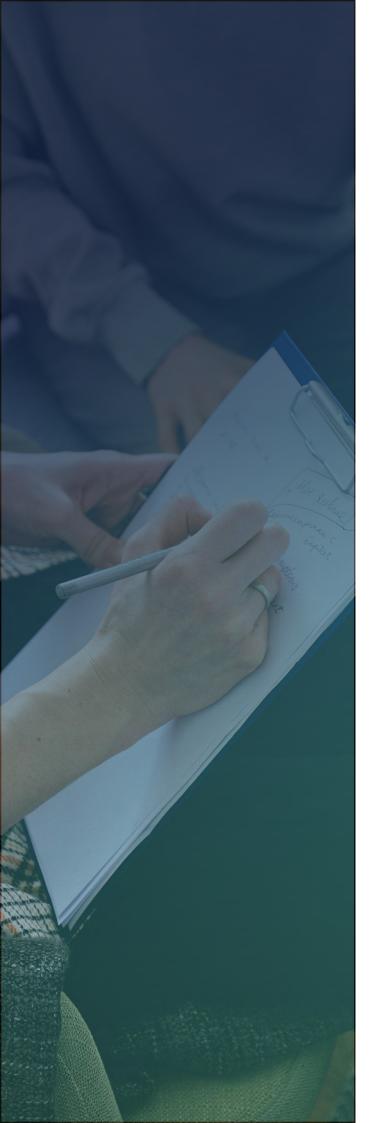
#### **HOW**

#### **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 interaction s 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	✓ _
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)	

## CORVUS PEOPLE

### **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 <a href="mailto:hello@corvuspeople.com">hello@corvuspeople.com</a>.



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