

Coaching Self-Assessment

	Rate your Skill level 1 – 5 1= very poor 5= very strong	How would your staff rate you? 1 – 5 1= very poor 5= very strong	Identify areas for improvement
Setting expectations Coaches must set clear goals and expectations for performance			
Observational skills Coaches must be able to observe performance and compare against standards and goals			
Analytical skills Coaches must be able to identify different learning styles in order to individualize coaching techniques			
Active Listening skills A coach must be able to listen respectfully and respond verbally and non-verbally. A coach must be able to engage staff in dialogue.			
Confronting skills Coaches must be able to confront individuals who are not meeting performance standards.			
Follow through Coaches must be able to re-visit the issues and provide further feedback.			
Recognition & Feedback A coach must be able to recognize and reinforce positive changes.			

	Rate your Skill level 1 – 5 1= very poor 5= very strong	How would your staff rate you? 1 – 5 1= very poor 5= very strong	Identify areas for improvement
Communication Coaches must be able to communicate clearly			
Interest Coaches must have a genuine interest in helping others to achieve their goals.			
Support A coach needs to be able to provide an appropriate level of support without enabling negative or dependent behaviors.			

Based on your responses above, identify your priorities for improvement.

Work on your priorities by using the first 3 steps of the coaching process for your own growth.

1. Clarify what you want to achieve (goals and objectives)
2. Observe where you are now (baseline) and identify the gap between the baseline and your goal.
3. Specify action steps you need to take in order to close the gap