



Coaching Effectiveness Survey

For each item listed below, please indicate how well it describes the way you “Coach” in your role as a leader. Circle the number on the rating scale that best represents your coaching style. Five indicates *most* like you while one is *least* like you.

In my role as a leader, I:

1. Help employees identify development opportunities	5	4	3	2	1
2. Am comfortable providing constructive feedback	5	4	3	2	1
3. Avoid being judgmental or overly critical	5	4	3	2	1
4. Provide frequent, timely and specific feedback	5	4	3	2	1
5. Help employees set attainable goals	5	4	3	2	1
6. Have a plan for monitoring progress	5	4	3	2	1
7. Maintain confidentiality with development needs and efforts	5	4	3	2	1
8. Work to create an environment of trust and open communication	5	4	3	2	1
9. Try to remove barriers to success	5	4	3	2	1
10 Am a role model for my team	5	4	3	2	1

TOTAL SCORE _____

If you scored 40 or more, you are doing a good job of applying many of the key actions of an effective coach. If you scored between 30 and 39, you are well on your way to helping your team maximize their full potential but need to improve your understanding of the process. If you scored less than 30, this is an important development opportunity for you. Solicit guidance from a trusted colleague or mentor and look for ways to expand your knowledge of coaching and employee development. Your team is counting on you!