

# Assessing my.....

## COACHING COMPETENCIES

### COACHING IN ORGANIZATION

#### RATE YOURSELF 1-5

- 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.

#### COACHNG 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

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#### COACHNG RELATIONSHIP

MY SCORE

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- 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

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#### ASK LIKE A COACH

MY SCORE

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- 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

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#### FACILITATE LEARNING AND GROWTH

MY SCORE

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- 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

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#### SELF DEVELOPMENT

MY SCORE

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- 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

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MY TOTAL SCORE

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# Assessing my.....

## COACHING COMPETENCIES

### COACHING IN ORGANIZATION

MY TOTAL SCORE

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#### MY STRENGTHS



#### MY DEVELOPMENTAL AREAS



#### ACTION PLANS

