

Is executive coaching right for me now?

The following questions may help you or someone you know consider whether coaching is right for a leader or manager. It also raises issues to inquire about and discuss as you select a coach.

If other questions or issues come to light, the coach can help sort out whether they can be addressed through coaching, and whether he or she is a skilled partner for that work.

Is coaching right for the executive right now?

- He/she is motivated to change or learn.
- He/she has others needed support to accomplish the coaching.
- He/she believes that he/she is primary person who needs to do something now (not someone else).
- He/she is ready for a collaborative partnership to learn and/or achieve business results.
- He/she is receptive to one-on-one help and guidance.
- He/she is emotionally stable and not going through any major, personal period of crisis or distress
- He/she is willing to commit him/herself to a period of significant time and work to make the coaching successful.

What does the executive want or need to accomplish through executive coaching?

- | | |
|--|--|
| <input type="checkbox"/> Decision making | <input type="checkbox"/> Success at a new assignment |
| <input type="checkbox"/> Problem solving | <input type="checkbox"/> Improve the executive's communication |
| <input type="checkbox"/> Skill development | <input type="checkbox"/> Manage change |
| <input type="checkbox"/> Habit change | <input type="checkbox"/> Plan the executive's development |
| <input type="checkbox"/> Develop/improve relationships | <input type="checkbox"/> Resolve conflict |
| <input type="checkbox"/> Plan strategy | <input type="checkbox"/> Help gain personal awareness |
| <input type="checkbox"/> Implement strategy | <input type="checkbox"/> Clarify roles/responsibilities |

Other goals: _____

What is the most important thing the executive needs to accomplish in coaching?

How does a coach need to help?

- Educate/teach the executive
- Get and give feedback for the executive
- Mediate issues between the executive and other(s)
- Collect data, help evaluate the situation
- Advise
- Mentor
- Discuss things, talk them out

Other help: _____

Based on the executive's past experience and what the executive is like, what qualities would be most important in the executive's coach?

- Directness
- Compassion
- Experience
- Diplomacy
- Patience
- Knowledge: _____
- Experience: _____
- Intelligence: _____
- Humor
- Pace: _____
- Listening

Other personal characteristics or styles in a coach:

Important things a coach should know about the situation and the executive to help decide if the coach is the best fit:
