

# COACHABILITY ASSESSMENT: HOW COACHABLE ARE YOU?

## Instructions

This assessment is designed for people who are thinking about pursuing coaching. Take this assessment to measure where you are and if you are ready to move forward with coaching.

Answer the below questions with the 5-point scale and choose the rating you agree with most for each question. Calculate your total score.

5=Very much like me

4=Like me

3=Neutral

2=Unlike me

1=Very unlike me

1. I have clear and specific current goals that I am motivated to work on.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

2. I am willing and able to be completely honest with my coach and myself.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

3. I am willing to take feedback in a non-defensive manner.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

4. I can self-reflect on the feedback provided.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

5. I find it useful to communicate with others.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

6. I am open to ideas and perspectives that may not always agree with my own.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

7. I can reflect on and create alternate solutions for times I was successful or unsuccessful.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

8. If I am not getting what I need or expect from my coach, I am able to communicate this and provide information on what I need or want.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

9. I take responsibility for my actions and role, even if I was unsuccessful.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

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10. I am willing and able to do the work.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

11. Coaching is a worthwhile investment.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

12. I am ready to let go of behaviors and things that may not be serving me.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

13. I have strengths and capabilities that are untapped or that can continue to improve.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

14. I can keep appointments and show up prepared for scheduled meetings.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

15. Lifelong learning and education are important to me.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

## **Answer Key**

*Calculate your total score from the questions above and find the corresponding category.*

### **Score: 55-75 Very Coachable**

You are ready! You have the opportunity to get the most out of coaching that you can. Look for a coach that you connect with and can push you to be the best version of yourself.

### **Score: 34-54 Coachable**

Interview some coaches and discuss any of your concerns and see if it's possible to overcome some of those. Take some time to get clear on what support you need and want so that you can be sure to ask for this help from your coach.

### **Score: 15-33 Not Right Now**

You're not ready and that's okay. Coaching isn't always right for everybody at all times in their lives. If you would like to pursue coaching, consider how you increase your score so that you will be ready to get the most out of coaching.