

Performance Coaching Self-Assessment

Read each of the following statements. Rate yourself to determine your area(s) of greatest need for development in performance coaching. Evaluate your ability in this skill from low (1) to high (4). Then rate how important this skill is to your success. Make notes or comments as you go along.

<i>Performance Coaching Skill</i>	<i>Ability</i>				<i>Importance</i>			
	<i>Low</i>			<i>High</i>	<i>Low</i>			<i>High</i>
1. I effectively present concepts and ideas.	1	2	3	4	1	2	3	4
2. I listen actively, demonstrating an understanding of others' views and needs.	1	2	3	4	1	2	3	4
3. I adapt my style of interacting to meet the unique needs of the other person.	1	2	3	4	1	2	3	4
4. I establish clear expectations for performance.	1	2	3	4	1	2	3	4
5. I give candid and constructive feedback.	1	2	3	4	1	2	3	4
6. I tailor my coaching sessions to individual development needs.	1	2	3	4	1	2	3	4
7. I give people as much responsibility as they can handle.	1	2	3	4	1	2	3	4
8. I recognize and reward others for attaining their highest potential.	1	2	3	4	1	2	3	4

Continued on the next page.

Performance Coaching Skill	Ability				Importance			
	Low			High	Low			High
9. I am able to distinguish possible reasons why people aren't performing as expected. These reasons could be lack of clear expectations, lack of resources, lack of skills and knowledge, etc.	1	2	3	4	1	2	3	4
10. I am able to describe how incentives are intended to motivate people to achieve desired business goals.	1	2	3	4	1	2	3	4
11. I understand the compensation system in place in the organization.	1	2	3	4	1	2	3	4
12. I clearly articulate — and continuously share information regarding — the vision and strategies of the company.	1	2	3	4	1	2	3	4
13. I translate <i>big picture</i> concepts into goals and objectives that can be implemented.	1	2	3	4	1	2	3	4
14. I help each employee understand how his/her role supports the business.	1	2	3	4	1	2	3	4
15. I create an environment where people take calculated risks.	1	2	3	4	1	2	3	4
16. I assign clear authority and accountability.	1	2	3	4	1	2	3	4
17. I hold myself and others accountable for performance and meeting commitments.	1	2	3	4	1	2	3	4
18. I work with others to set priorities based on what is most important to the business.	1	2	3	4	1	2	3	4
19. I create an environment that encourages continuous learning and improvement.	1	2	3	4	1	2	3	4

For More Information

This information comes from *Coaching for Performance*, a module in Entelechy's High Performance Management program. Check out this module as well as our 40 other modules, training tools, and eGuides at www.unlockit.com.