

Is Executive Coaching Right for You?

Coaching is a significant investment in an individual's development. To derive full benefit it is essential that you have clear objectives/outcomes that link into both business and individual performance. It is also important that you are ready for coaching as this method of development is not suitable for everyone.

Objectives

Tick all statements that are true

- You have identified which business initiatives you are currently leading that are critical to your success
- You have identified clear business results that you need to achieve in these initiatives
- You have a clear set of behavioural outcomes that you need to achieve
- Failure to achieve these results/outcomes will have a significant impact on the business or your future
- You are willing to take moderate risks to achieve your goals/outcomes

Attitudes

- You believe that learning and development are a priority
- You consider "failures" as opportunities to learn and grow
- You are willing to work hard to learn new skills
- Coaching is the only method of development that can address your needs

The Coaching Relationship

- You are prepared to be challenged by a coach
- You are willing to discover new ways of doing things and to examine new perspectives
- You are willing to be open with the coach and admit concerns/fears on the understanding that these conversations will be kept completely confidential
- You are prepared to work in partnership with the coach and commit to coaching appointments
- You are willing to prepare for coaching sessions and follow through agreed action plans
- You can afford to find the time you would need to invest in coaching

Practicalities

- Coaching is recognised and accepted as a development method in your business
- You have or could find a budget that would cover the cost of coaching

Scoring

Objectives

If you ticked "yes" less than 4 times in this section you may need to establish clear coaching outcomes or identify another method of development that will cater for your needs.

Attitudes

If you ticked "yes" less than 3 times in this section it may indicate that you may not be as committed to the development process as you may think or you may need to think about being more open to developmental feedback.

The Coaching Relationship

If you ticked "yes" less than 5 times in this section it may indicate that coaching may not be the best method of development for you. Examine other options.

Practicalities

You will need to be able to tick "yes" for both of the questions in this section.

If you ticked "yes" above the minimum score on each category then Executive Coaching could be right for you. Contact LeaderShape for an exploratory discussion