



ONLINE TOOLKIT

Coaching Readiness

Sample Questions

Use some of these questions as a way to assess **individual** "readiness" for coaching.

	Yes	No
I'm at a point in my life where I'm ready to work on personal or leadership issues as they relate to my work.	☐	☐
I'm prepared to tackle the tough issues to close the gap between where I am now and where I want to be.	☐	☐
I'm open to new ideas and new ways of doing things to facilitate positive change and growth.	☐	☐
My learning needs are unique. I only want relevant concepts and skills that help me address strategic issues and/or immediate concerns.	☐	☐
I'm looking for a partner who can share my successes and help me cope with my challenges.	☐	☐
I can commit to keeping my regularly scheduled appointment with my coach, even if it means having to reschedule an appointment.	☐	☐
My coach can count on me to always tell the truth, even when it's difficult to the coach or to me.	☐	☐
I understand that in coaching, the "client does the work," not the coach.	☐	☐
If something is not working in my relationship with my coach, I will let my coach know immediately so we can immediately take action to improve the situation.	☐	☐

I am in need of additional tools, resources or concrete approaches to a variety of leadership and organizational challenges.	☐	☐
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I am prepared to devote the time needed to make coaching work, including time for meetings and homework in between.	☐	☐
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I see coaching as an investment in my leadership and personal growth vs. as a punitive measure or a “mandate” from others in my organization or from my board.	☐	☐
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☞ There is something out of the ordinary going on in my personal life that might negatively affect my ability to work with a coach.	☐	☐
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*Use some of these questions as a way to assess **organizational** “readiness” for coaching.*

	Yes	No
My board members and staff leaders support coaching for me or for the organization.	☐	☐
Others in the organization understand the reasons for and goals of coaching.	☐	☐
The organization is experiencing a change in strategy, leadership or external conditions that can become a focal point for coaching.	☐	☐
The organization is seeking opportunities for leaders and key staff members to think about and plan how to put new learning into practice within the organization.	☐	☐
☞ The organization is suffering because of interpersonal conflicts or other problems that might hinder the effects of coaching.	☐	☐

☞ If you answered “Yes” to the flagged questions, coaching may not be the right fit at this point in time. For more information on individual or organizational readiness, please see “Coaching and Philanthropy: An Action Guide for Nonprofits”, available for download at www.compasspoint.org/coaching.

Sources:
 Coleman, David (2008). "A Leader's Guide to Executive Coaching," Nonprofit Quarterly, Spring, 2008, pp. 30-37,
 CompassPoint Nonprofit Services Coaching Referral Service

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