

Coaching Inventory



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The Coaching Inventory



Directions: For each statement, select a response that best describes the degree to which it is characteristic of your everyday behaviors/approach at work. Consider all of your daily interactions when making your choice – with your boss, peers and team members throughout your organization. Please provide an answer to all of the statements using the following scale:

1= Rarely 2 = Sometimes 3 = Many times 4 = Most Times 5 = Almost Always

Definitions:

Rarely – Almost never. Ten percent or less of the time

Sometimes – Over 10% up to half or 50% of the time

Many times – Over 50% to 75% of the time

Most times – Frequently. 75% to 90% of the time

Almost Always – Over 90% of the time.

The Coaching Framework	
I see myself as others' success partner.	
I treat others as capable, well-intended adults.	
I willingly consider others' ideas and solutions.	
I choose to think the best of others.	

I actively help others to learn & grow; to be the best version of themselves.	
I successfully resist the temptation to fix people or their problems.	
I do my part to co-create a safe, supportive environment.	
I encourage others to identify their own solutions.	
I ask others questions rather than tell them what to do.	
The Basic Behaviors of a Coach Leader	
I listen clearly and actively when someone is talking to me.	
I use silence as a coaching tool.	
I avoid interrupting others or finishing their sentences.	
I paraphrase what someone has said to be sure that I understand them correctly.	
I avoid multi-tasking when I listen.	
I choose my words with great care so that my message is clear.	
I deliver my message as positively & constructively as the situation permits.	
I practice civility, respect and consideration in my interactions.	
I intentionally choose my non-verbal messages.	
I give feedback that describes behavior rather than making vague judgements or personal attacks.	

Advanced Behaviors of a Coach Leader

I ask powerful, thought-provoking questions to help others grow.	
I challenge others by making powerful requests & observations.	
I share my perceptions (my truth) in a way that others can hear.	
I focus most on what's right or what's working.	
I let others know that I believe in them.	
I know the signature strengths (brilliances) of others.	
I encourage others to stretch beyond comfortable inaction to new performance levels.	
I help others to set and achieve big goals.	
I use fun and play as important leadership approaches.	

