

COACHABILITY ASSESSMENT

Person Assessed: _____

Date: _____

This assessment is designed to assess an employee on his/her level of coach-ability. If you have worked with them before, then you will have enough information from your experience to assess them. If this is your first time working with them, use this assessment after you have worked with them for several sessions.

Encouragement and Conscientiousness

Scheduled meetings and calls are kept

Never 1 2 3 4 5 Always

Returns emails, calls, texts, in a timely manner

Never 1 2 3 4 5 Always

Arrives to meetings on time

Never 1 2 3 4 5 Always

Is prepared for meetings

Never 1 2 3 4 5 Always

Takes notes

Never 1 2 3 4 5 Always

Has questions for coach

Never 1 2 3 4 5 Always

Thanks you for your feedback and coaching

Never 1 2 3 4 5 Always

Encouragement and Conscientiousness Total: _____

Self-Awareness

Allows you and others to finish your statements/questions
Never 1 2 3 4 5 Always

Demonstrates a belief that they don't know everything
Never 1 2 3 4 5 Always

Takes ownership for their mistakes
Never 1 2 3 4 5 Always

Understands their strengths and weaknesses
Never 1 2 3 4 5 Always

Agrees with how they are perceived by others
Never 1 2 3 4 5 Always

Willing to ask for feedback and assistance when needed to reach goals
Never 1 2 3 4 5 Always

Isn't defensive when receiving negative feedback
Never 1 2 3 4 5 Always

When given feedback they don't respond immediately but reflect first
Never 1 2 3 4 5 Always

Self-Awareness Total: _____



Openness to Experience

Open to applying strengths differently
Never 1 2 3 4 5 Always

Demonstrates resiliency by recovering from failure quickly
Never 1 2 3 4 5 Always

Looks for opportunities to learn and develop in and outside of work
Never 1 2 3 4 5 Always

Has implemented changes and revised approach based on feedback
Never 1 2 3 4 5 Always

Is willing to take on stretch goals
Never 1 2 3 4 5 Always

Keeps their word on commitments made to me
Never 1 2 3 4 5 Always

When making behavioral changes, is willing to try multiple techniques
Never 1 2 3 4 5 Always

Demonstrates agility by shifting tactics, actions, and/or behaviors when needed
Never 1 2 3 4 5 Always

Openness to Experience Total: _____



The results are broken down into three components: Engagement and Conscientiousness, Self-Awareness, and Openness to Experience. Each has a maximum score of 40 with a total score of 120.

The higher the score in **Engagement and Conscientiousness**, the more committed and engaged the person to the coaching process increasing the rate of success in coaching them.

The higher a person scores in **Self-Awareness** the more acceptance he/she will have to personal strengths and weaknesses and how others perceive him/her.

The **Openness to Experience** score measures the employee's drive and motivation to take action based on learning and self-awareness. The higher the score is, the greater opportunity for improvement.

If you are currently working with someone who receives a total score from you of less than 85, you should consider taking a different approach or try our **Coach the Coach Program**. And if you are considering coaching someone with a score of less than 85, you may want to reconsider if you are prepared for the challenge.



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