

Leader As Coach Assessment

This assessment was originally designed as a 360 degree feedback tool where the leader (person being assessed) provides this assessment to direct reports, customers, vendors, colleagues, and friends. This document can also be used as a self-assessment tool. Either way, it's best to work with a qualified leadership coach to get the most out of the process.

This tool measures behavior in alignment with the Leader As Coach "operating system". For more information about the Leader As Coach visit: www.LeaderAsCoachFTP.com

How to rate

- 1 -- Never engages in the described behavior
- 2 -- Seldom engages in the described behavior
- 3 -- Usually engages in the described behavior
- 4 -- Frequently engages in the described behavior
- 5 -- Always engages in the described behavior

Name of the leader being assessed: _____

Name of the person completing this assessment: _____

Date completed: _____

	Leader As Coach Competency	Rating 1 is low -- 5 is high/best circle one	Your Comments Use the back of this assessment if you need more space.
1	Creates a safe, supportive environment, which encourages my exploring my strengths and limitations and experimenting with new skills and behaviors.	1 2 3 4 5	
2	Expresses confidence in my ability to develop my potential.	1 2 3 4 5	
3	Ensures there is a focus and structure to our coaching sessions	1 2 3 4 5	

International Association of Teamwork Facilitators

	Leader As Coach Competency	Rating 1 is low -- 5 is high/best circle one	Your Comments Use the back of this assessment if you need more space.
4	Listens fully to what I have to say, and encourages my truthful self-expression	1 2 3 4 5	
5	Attends to my personal agenda, not his/her agenda for me	1 2 3 4 5	
6	Demonstrates respect for my personal communication and learning style	1 2 3 4 5	
7	Asks questions which demonstrate he/she is actively listening and understands my unique perspective	1 2 3 4 5	
8	Holds the trusting space of the coaching relationship to include expression of strong emotion without losing his/her objectivity	1 2 3 4 5	
9	Helps me to be clear about what's important for my success and what constitutes extraordinary performance by me	1 2 3 4 5	
10	Uses language, which is respectful and free of bias, jargon or judgment	1 2 3 4 5	
11	Communicates important points or new concepts using personal experience, stories and concrete examples	1 2 3 4 5	

International Association of Teamwork Facilitators

	Leader As Coach Competency	Rating 1 is low -- 5 is high/best circle one	Your Comments Use the back of this assessment if you need more space.
12	Helps me to identify areas in which my stated intentions and behaviors are not congruent	1 2 3 4 5	
13	Provides support and encouragement for my trying new behaviors and actions, including those involving risk taking or those, which elicit anxiety	1 2 3 4 5	
14	Collaboratively develops a challenging coaching plan with me that includes specific goals and timeframes, and reviews my progress with me on a regular basis	1 2 3 4 5	
15	Celebrates and endorses my successes	1 2 3 4 5	
16	Helps me to see what is ahead for me and to identify the learning, experiences, and actions needed for me to take myself to the next level	1 2 3 4 5	
17	Develops my ability to make decisions, solve problems, and address key concerns	1 2 3 4 5	
18	Offers alternative points of view that are aligned with my goals, and without attachment or bias, engages me in their consideration	1 2 3 4 5	
19	Demonstrates commitment to high personal and professional standards, and challenges me to raise my standards	1 2 3 4 5	

International Association of Teamwork Facilitators

	Leader As Coach Competency	Rating 1 is low -- 5 is high/best circle one	Your Comments Use the back of this assessment if you need more space.
20	Helps me to examine, without judgment or censure, my attitudes, beliefs and habitual behaviors that do not serve me or my goals	1 2 3 4 5	
21	Makes clear, direct requests for actions on my part, which will move me forward towards my stated goals	1 2 3 4 5	
22	Supports me when I make mistakes by helping me articulate what's missing from my strategy or where I need to focus	1 2 3 4 5	
23	Helps me to identify and remove obstacles to my success, including technical, skills, systems, and attitudes	1 2 3 4 5	
24	Promotes my being self-disciplined and holds me accountable for my goals and intended actions	1 2 3 4 5	
25	Demonstrates willingness to learn from me; is receptive to my coaching him/her	1 2 3 4 5	
26	Can be counted on to follow through on his/her agreements and commitments in our relationship	1 2 3 4 5	
27	Demonstrates commitment to continuous improvement of his/her own skills and capabilities	1 2 3 4 5	

International Association of Teamwork Facilitators

	Leader As Coach Competency	Rating 1 is low -- 5 is high/best circle one	Your Comments Use the back of this assessment if you need more space.
28	Uses humor effectively to create lightness and energy during our coaching sessions	1 2 3 4 5	
29	Is open to a number of ways of working with me; is not locked into a specific technique or formula	1 2 3 4 5	
30	Has a strong professional presence; yet, is not afraid to reveal when he/she does not know something	1 2 3 4 5	

TOTAL SCORE: _____

How did you do?

80 - 94	You're not living up to your full potential and consequently, neither is your team. It's likely you realize there is another way (and there is!). If you continue doing what you've always done then you'll continue getting what you've always gotten. With the right support, you can turn things around.
95 - 109	You likely experience a great deal of struggle, but you might not even be aware of it because that's what you experience as "normal". You might believe that all leaders work hard 24/7 and sacrifice regularly for the good of the team. And yet, there is a seed of leadership within you that, if nurtured, will produce the kind of results you've been dreaming about.
110 - 124	You're dabbling with greatness. You're on the fringes of what it takes to build and lead inspired, high-performing teams. By developing your awareness and skills in a new way, you'll experience a new life (personal and professional) and the people you lead will begin to experience their full potential.
125 - 139	You're definitely on the path to becoming a Leader As Coach. You can accelerate the process by working with a qualified leadership coach.
140 - 150	Congratulations! You are clearly leading with a Coach Approach. You have exactly what is needed to build and lead inspired, high-performing teams.