



Coaching for Accountability Self-Assessment

There are specific skills people need to develop to be effective in the coaching role. This assessment is designed to provide you with the opportunity to identify your starting point and areas you may want to work on. Please rate yourself in the following areas:

1. I communicate information readily, thus keeping people well informed.

1	2	3	4	5	6
Definite Shortcoming	Need Improvement	Do Okay	Do Efficiently	Definite Strength	Don't Know

2. I am effective in explaining the organization's vision, mission, and goals along with why these are important to employees.

1	2	3	4	5	6
Definite Shortcoming	Need Improvement	Do Okay	Do Efficiently	Definite Strength	Don't Know

3. I observe others and provide specific, descriptive feedback that is helpful.

1	2	3	4	5	6
Definite Shortcoming	Need Improvement	Do Okay	Do Efficiently	Definite Strength	Don't Know

4. I can help an individual identify potential improvement opportunities for their development.

1	2	3	4	5	6
Definite Shortcoming	Need Improvement	Do Okay	Do Efficiently	Definite Strength	Don't Know

5. I actively support individuals by providing developmental opportunities designed to increase an individual's competency.

1	2	3	4	5	6
Definite Shortcoming	Need Improvement	Do Okay	Do Efficiently	Definite Strength	Don't Know

6. I am effective in helping people develop alternatives or to think about other possibilities.

1	2	3	4	5	6
Definite Shortcoming	Need Improvement	Do Okay	Do Efficiently	Definite Strength	Don't Know



7. I follow up when someone does not fulfill his or her commitment.

1	2	3	4	5	6
Definite Shortcoming	Need Improvement	Do Okay	Do Efficiently	Definite Strength	Don't Know

8. I have relationships at work where there is an openness and trust.

1	2	3	4	5	6
Definite Shortcoming	Need Improvement	Do Okay	Do Efficiently	Definite Strength	Don't Know

9. I demonstrate respectfulness in my interactions with others.

1	2	3	4	5	6
Definite Shortcoming	Need Improvement	Do Okay	Do Efficiently	Definite Strength	Don't Know

10. I receive critical feedback at work with a genuine openness.

1	2	3	4	5	6
Definite Shortcoming	Need Improvement	Do Okay	Do Efficiently	Definite Strength	Don't Know

11. I am an effective listener.

1	2	3	4	5	6
Definite Shortcoming	Need Improvement	Do Okay	Do Efficiently	Definite Strength	Don't Know

12. I use questions to clarify or to gain a better understanding of an issue.

1	2	3	4	5	6
Definite Shortcoming	Need Improvement	Do Okay	Do Efficiently	Definite Strength	Don't Know

13. I get people to develop the commitment and action steps needed to bring about sustained improvement.

1	2	3	4	5	6
Definite Shortcoming	Need Improvement	Do Okay	Do Efficiently	Definite Strength	Don't Know

