

Meaningful Coaching

TRAINING • CONSULTING • PUBLIC SPEAKING

Self-Assessment

Two versions of the Self-Assessment follow. If you would like to assess yourself, complete questions 1-21.

If you would like to assess your team, or those you manage, complete questions 22-42.

Read each question and choose T (true) or F (false) on the line next to the question.

1. ___ I set goals for myself easily but don't always follow through on them.
2. ___ I'm not sure what gets in my way to realize my dreams/goals.
3. ___ I don't have a clear vision of where I want to go.
4. ___ I'd like help creating a plan that I successfully execute.
5. ___ I'd like to build a better self-perception.
6. ___ I'm overloaded and need to prioritize my time and/or money.
7. ___ I'm going through so much change; I'm wondering how I will manage it all.
8. ___ I need to influence key people, and I'm not sure how to do it.
9. ___ I tend to create conflict with certain people and I don't know why.
10. ___ I don't get along with team members and I need to.
11. ___ I need to develop my leadership skills.
12. ___ I have great technical skills but lack interpersonal skills to move things through.
13. ___ I need to get better at identifying others' driving needs.
14. ___ I want to get better at managing the times when I am in conflict with others.
15. ___ I am great at my job until I need to present information to others.
16. ___ I feel like I perform when I speak in public, I wish I could be more authentic.
17. ___ I feel self-conscious speaking in front of groups.
18. ___ I want to be in the present moment when speaking with others – not thinking of the past or future.
19. ___ I want to learn to listen to myself as well as the audience when I present.
20. ___ I could do better at engaging and connecting to the audience.
21. ___ I want to let go of my fears and develop a sense of being safe in front of groups.

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Team-Assessment

Read each question and choose T (true) or F (false) on the line next to the question.

22. ___ I have team members who set goals for themselves easily but don't always follow through on them.
23. ___ I'm not sure what gets in the way of team members realizing their dreams/goals.
24. ___ I have team members who do not have a clear vision of where they want to go.
25. ___ I have team members who need help creating a plan that they successfully execute.
26. ___ I have team members who need to build a better self-perception.
27. ___ I have team members who are overloaded and need to prioritize their time and/or budget.
28. ___ My team is going through so much change; I'm wondering how they will manage it all.
29. ___ My team needs to influence key people, and I'm not sure how they will do it.
30. ___ Team members tend to create conflict with certain people and they don't know why.
31. ___ My team doesn't get along, and we need to.
32. ___ I need to develop leadership skills in my employees.
33. ___ Our group has great technical skills but lack interpersonal skills to move things through.
34. ___ We need to get better at identifying others' driving needs.
35. ___ Team members need to get better at managing the times when they are in conflict with others.
36. ___ Team members are great at their job until they need to present information to others.
37. ___ Team members seem to perform when they speak in public; I wish they could be more authentic.
38. ___ I have team members who feel self-conscious speaking in front of groups.
39. ___ Team members need to be in the present moment when speaking with others – not thinking of the past or future.
40. ___ Team members need to learn to listen to themselves as well as the audience when they present.
41. ___ I manage people (or am part of a team) who could get better at engaging and connecting to the audience.
42. ___ Team members need to let go of fears and develop a sense of being safe in front of groups.

Assessment Results

Add up the number of statements that were true in each of the following sections.
The higher number of true statements shows the area for improvement.

Statement 1-7 or 22-28: Number of true statements: _____ = Development through Coaching

Self-Assessment Version: Having mostly true statements in this area makes you an ideal fit for one-on-one coaching. The statements marked true will help you discover some of your main goals in a coaching relationship.

Team-Assessment Version: Having mostly true statements in this area makes your team an ideal fit for individual coaching or team coaching - depending on how many individuals have the same issue.

Statement 8-14 or 29-35: Number of true statements: _____ = Focus on Relationship Awareness

Self-Assessment Version: Having mostly true statements in this area relates to your desire for you to improve relationships to others. Using a values-based assessment will assist your process in identifying why things turn out the way they do, and how to move forward for better results with others.

Team-Assessment Version: Having mostly true statements in this area shows a need for your team to build their skills in identifying and executing relationship building behaviors. Using a values-based assessment will assist this process, not only in how they address others outside the team, but also how they relate to each other.

Statement 15-21 or 36-42: Number of true statements: _____ = Focus on Relational Presence

Self-Assessment Version: Having mostly true statements in this area relates to the need for better comfort and confidence when speaking with others. Whether you are an advanced speaker or just starting to give presentations, you see that you have room to grow in managing your discomfort, and creating an enjoyable and successful experience when communicating in front of others.

Team-Assessment Version: Having mostly true statements in this area shows a need for developing your team's relational presence capacity – a methodology that supports individuals in being themselves while successfully delivering content in a way that engages the listener.