

# Coaching Readiness Index

(Source: adapted from *Coach U's Essential Coaching Tools: Your Complete Practice Resource*)

*Don't worry - there are no "good" or "bad" answers. This is just a tool to help assess whether this is the right time for you to pursue performance coaching. Take your time and be honest with yourself.*

1. I can be relied upon to be on time for all scheduled coaching calls and appointment.

1  Strongly Disagree    2  Disagree    3  Neutral    4  Agree    5  Strongly Agree

2. This is the right time for me to accept and engage in performance coaching.

1  Strongly Disagree    2  Disagree    3  Neutral    4  Agree    5  Strongly Agree

3. I am fully willing to do the work and let the coach do the coaching.

1  Strongly Disagree    2  Disagree    3  Neutral    4  Agree    5  Strongly Agree

4. I keep my word without "sabotaging" (myself or the process of coaching).

1  Strongly Disagree    2  Disagree    3  Neutral    4  Agree    5  Strongly Agree

5. I'll give the coach the benefit of the doubt and "try-on" new ideas and different behaviors.

1  Strongly Disagree    2  Disagree    3  Neutral    4  Agree    5  Strongly Agree

6. I will be direct and engage in "straight talk" with the coach (i.e., say what's really true for me).

1  Strongly Disagree    2  Disagree    3  Neutral    4  Agree    5  Strongly Agree

7. If I'm not getting what I expect or need from the coach, I will say so and ask what I want.

1  Strongly Disagree    2  Disagree    3  Neutral    4  Agree    5  Strongly Agree

8. I am willing to eliminate (or modify) self-defeating behaviors that limit my success.

1  Strongly Disagree    2  Disagree    3  Neutral    4  Agree    5  Strongly Agree

9. I will dedicate the resources needed to focus and work on my coaching and will not regret the investment.

1  Strongly Disagree    2  Disagree    3  Neutral    4  Agree    5  Strongly Agree

10. I will share the impact of coaching's contribution to my success with my coach.

1  Strongly Disagree    2  Disagree    3  Neutral    4  Agree    5  Strongly Agree

Add up your ratings for each item and put the total in the space provided:

**Total:**

## What Does My Score Mean?

Below are some general indicators of "readiness" for coaching.

**10 – 20:** This may not be the best time to engage a coaching relationship.

**21 – 30:** This may be a good time for you to engage in a coaching relationship, yet it will be important to define ground rules and strive to honor them.

**31 – 40:** This score suggest that you are ready for coaching to support goal attainment.

**41 – 50:** This score suggest that you are "very coachable" – take full advantage of this potential by asking your coach to set the "bar high".

Remember, this is not a test! It is just one piece of data, a tool to help you think about your readiness for change. More important than the score, are the insights gained from both your experience of completing this activity and the conversation you have with your coach regarding the decision to work together.