



## Self-Assessment: Coaching Effectiveness

Get an idea of how you can empower others even more effectively by completing the following self-assessment. Circle the number that comes closest to representing how true the statement is for you right now. Use the following scale:

4: *Consistently* • 3: *Usually* • 2: *Sort of* • 1: *Rarely*

### The coach's heart

- 4 3 2 1 I trust that the Holy Spirit is working in the heart of every believer.  
4 3 2 1 I believe others can define and achieve their goals.  
4 3 2 1 I target motivation, not information.  
4 3 2 1 I empower others to take responsibility.

### LIFE skills

- 4 3 2 1 I'm interested in what others say.  
4 3 2 1 When listening, I look interested.  
4 3 2 1 When listening, I sound interested.  
4 3 2 1 I target understanding, not judging.  
4 3 2 1 I don't talk more than 20% of the time.  
4 3 2 1 I ask open-ended questions.  
4 3 2 1 I make inviting statements.  
4 3 2 1 I don't ask "why" questions.  
4 3 2 1 I don't give advice.  
4 3 2 1 I focus others on developing their own SMART action steps.  
4 3 2 1 I don't suggest action steps.  
4 3 2 1 I encourage others through clarification.  
4 3 2 1 I encourage others through affirmation.  
4 3 2 1 I encourage others through restatement.  
4 3 2 1 I encourage others through "encouragers."  
4 3 2 1 I don't criticize.

### GROW process

- 4 3 2 1 I'm clear on what the other person wants to accomplish for the session.  
4 3 2 1 I don't suggest goals for the session.  
4 3 2 1 I empower others to explore the current reality regarding their goals.  
4 3 2 1 I don't describe others' reality.  
4 3 2 1 I empower others to brainstorm options for taking action on their goals.  
4 3 2 1 I don't suggest options.  
4 3 2 1 I empower others to develop 2-3 SMART action steps per goal.  
4 3 2 1 I don't advise others on what actions to take.