



Self-Assessment: Coaching Culture

In a coaching culture, staff members empower each other through listening, inquiry, focusing on SMART actions, and encouragement. To find out how establishing a coaching culture would help you, take the following self-assessment. Circle the number that comes closest to representing how true the statement is for your organization right now. Use the following scale:

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

Culture

- 4 3 2 1 We communicate effectively.
- 4 3 2 1 We have good morale.
- 4 3 2 1 We have good staff longevity.
- 4 3 2 1 We support staff to achieve work-related goals.
- 4 3 2 1 We support staff to achieve personal goals.
- 4 3 2 1 We don't experience fear of change.
- 4 3 2 1 We collaborate (instead of conflicting).
- 4 3 2 1 We focus on results (instead of activity).
- 4 3 2 1 We focus on the mission (instead of other good things).
- 4 3 2 1 We focus on working smarter (instead of working harder).
- 4 3 2 1 We pursue defined goals (instead of pursuing undefined goals).

Coaching skills

- 4 3 2 1 We listen (instead of talking).
- 4 3 2 1 We inquire (instead of giving advice).
- 4 3 2 1 We focus others on taking SMART actions (instead of letting others take undefined action).
- 4 3 2 1 We encourage (instead of criticizing).

Coaching skills usage

- 4 3 2 1 We use coaching skills to move in new directions.
- 4 3 2 1 We use coaching skills to influence each other.
- 4 3 2 1 We use coaching skills to collaborate with each other.
- 4 3 2 1 We empower others to solve their problems (instead of solving others' problems).
- 4 3 2 1 We support, encourage, and hold others accountable to achieve goals more (instead of just assigning goals).

Coaching culture building blocks

- 4 3 2 1 Leaders receive coaching.
- 4 3 2 1 Leaders have taken at least 12-hours of coach training.
- 4 3 2 1 Leaders coach staff.
- 4 3 2 1 Leaders use coaching skills throughout the day.
- 4 3 2 1 Leaders communicate about how coaching helps them and the organization.
- 4 3 2 1 Staff understand what coaching is and how they can benefit from it.
- 4 3 2 1 Staff receive coaching.