

Insight Strategies Coaching Self-Assessment

On a scale of 1-5 (where 1 = not at all, 3 = sometimes, 5 = always) score yourself on the statements below. Answer honestly, as the list can help guide your personal growth as a coach.

Statement	Rating
1. People often seek my advice.	
2. I quickly and easily build rapport with others.	
3. When listening, I pay attention and maintain presence in the conversation.	
4. I can sense into someone's emotions without becoming personally involved or overly empathetic.	
5. I am a "whole-brain" listener.	
6. I understand the purpose of open-ended questions and use them accordingly.	
7. People trust me.	
8. I effectively present concepts, ideas and alternative solutions.	
9. I am comfortable giving others feedback on their performance, both positive and constructive.	
10. I adapt my communication (or engagement) style based on the other person's style.	
11. I am able to discern possible reasons for underperformance (e.g., lack of knowledge, skills, abilities, resources, clear expectations, etc.)	
12. I understand the purpose of closed-ended questions and use them accordingly.	
13. I truly care about the professional growth of others in my organization.	
14. I can be honest and direct without sounding critical.	
15. I give feedback in a timely manner.	
16. When someone comes to me with a problem, I provide a solution or point them in the right direction.	
17. I tend to focus on what I can do versus what I can't do, and encourage others to do the same.	
18. I have a clear criteria to determine if coaching is needed.	
19. I use specificity when coaching.	
20. In the last month, I've pulled someone aside with the aim of guiding their professional growth and performance.	

Circle anything scored a 3 or below.