



Are you ready for coaching?

Embarking on a coaching programme has been shown to produce great gains for both the individual being coached and the organisation for which they work.

Executive coaching is now regarded as one of the most effective means of executive development because it provides focused, one-on-one attention in the areas individuals need to develop. A coach is a sounding board, a catalyst to change and a facilitator - acting as a support, but also asking the hard questions.

At the same time it is paramount the executive, not the coach, produces the desired results from the coaching session. Coaching is therefore not for the faint hearted. It requires openness to self-reflection and change, commitment to the process and courage to try new things - even if it takes you outside your comfort zone.

The following questionnaire may be helpful in determining whether you are ready to undertake a coaching programme.





SUZI McALPINE

I'm at a point in my life where I'm ready to work on personal or leadership issues as they relate to my work.	Yes/No
I'm prepared to tackle the tough issues in order to close the gap between where I am now and where I want to be.	Yes/No
I'm open to new ideas and new ways of doing things to facilitate positive change and growth.	Yes/No
My learning needs are unique. I therefore want relevant concepts and skills that help me address strategic issues and/or immediate or longer term concerns.	Yes/No
I'm looking for a coach who can share my successes and help me cope with my challenges.	Yes/No
I can commit to keeping my regularly scheduled appointment with my coach, even if it means having to reschedule an appointment.	Yes/No
My coach can count on me to always tell the truth, even when it's difficult to the coach or to me.	Yes/No
I understand the client does the work in coaching, not the coach.	Yes/No
If something is not working in my relationship with my coach, I will let my coach know immediately so we can immediately take action to improve the situation.	Yes/No
I am in need of additional tools, resources or concrete approaches to a variety of leadership and organizational challenges.	Yes/No
I am prepared to devote the time needed to make coaching work, including time for meetings and homework in between.	Yes/No
I see coaching as an investment in my leadership and personal growth, as opposed to a punitive measure or a 'mandate' from others in my organisation or board.	Yes/No

If you answered "No" to any of the flagged questions, coaching may not be the right fit at this point in time. It is worth discussing this further with your manager and/or potential coach.

