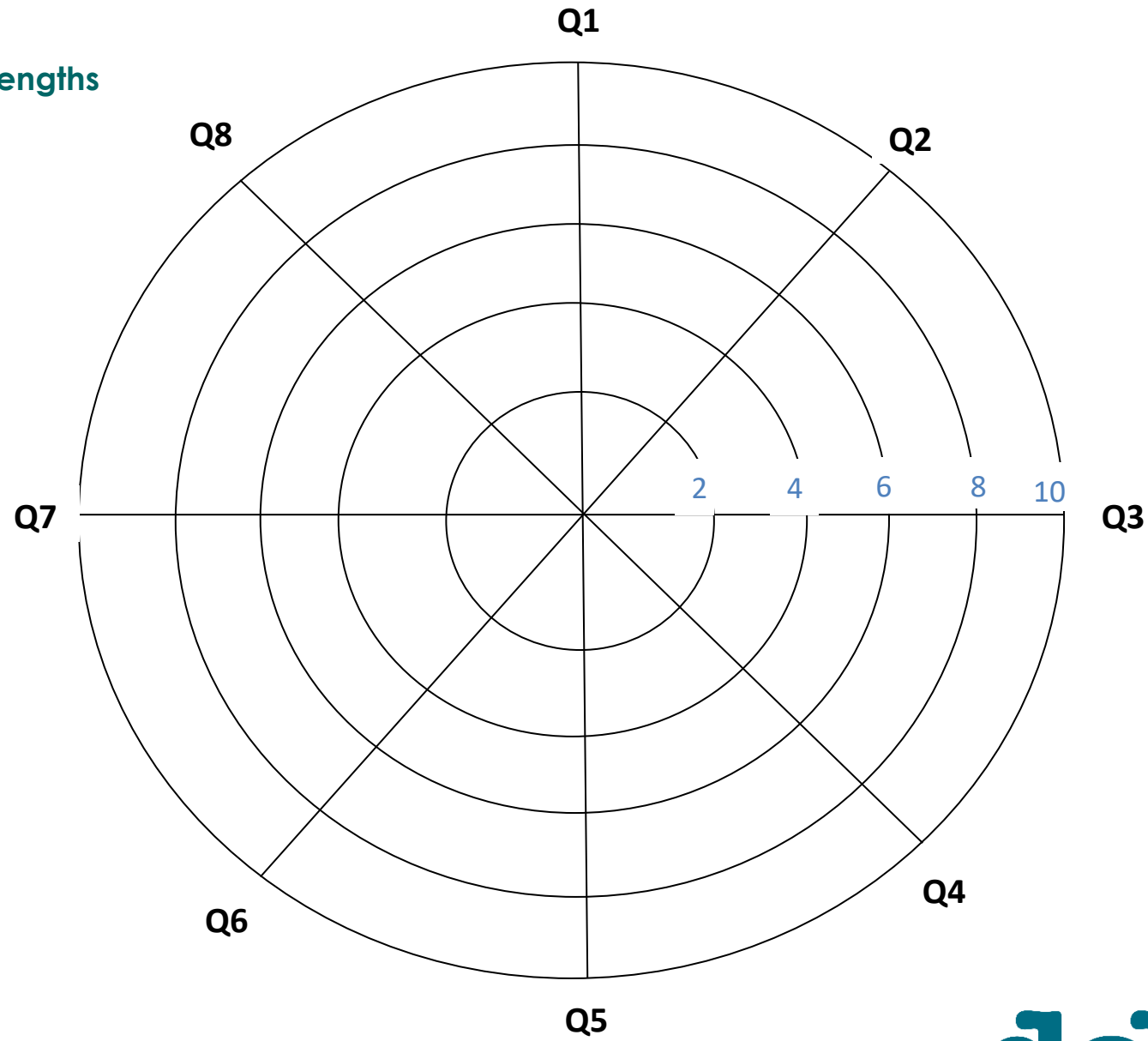


Your Coaching Strengths



When taking a coaching approach, a critical element is self-reflection and awareness.

You are asked to self-rate on a scale of 1 - 10 (1 = low, 10 = high) against a set of questions focused on key areas of coaching. Read each of the following questions and mark your rating on the chart provided. You can then get a personal picture of how you assess your own skills each time you carry out the assessment. You will use this reflection as part of your review discussions with your trio later today.

As this is a personal document for you, and you are not being asked to do anything formal with it, please take the time to complete it as honestly as possible. Be realistic about your limitations, but also give yourself credit for your strengths.

Q1 - Listening *"I would describe myself as a really effective listener, people often comment positively on my listening skills"*

Q2 - Effective questioning *"I always seem able to ask the right question to find out what I want and get a positive response"*

Q3 - Rapport & Contracting *"I understand how to build rapport with others and quickly reach agreement with them about the way we will work together"*

Q4 - Giving and receiving feedback - *"I am open to, and frequently receive feedback. I am comfortable giving constructive feedback to others"*

Q5 - Developing relationships - *"I always develop high quality relationships with the people I work with which really helps me get the job done"*

Q6 - Beliefs and Values - *"I understand how the beliefs and values of others may influence their behaviour and I always consider this in my dealings with them"*

Q7 - Difficult conversations - *"I am able to approach difficult conversations with others with confidence and deal with the important issues successfully"*

Q8 - Performance and motivation - *"I understand how the performance of others is affected by their motivation and I can usually get the best out of them"*

