

ARE YOU READY FOR COACHING?

Coaching can be a rewarding experience, with many benefits for both you and your organization. Yet getting the most from coaching requires a reasonable amount of time and attention. Therefore, the decision to start a coaching process should not be taken lightly. To help decide if you are ready for coaching, ask yourself the following questions and check the boxes when your answer is yes.

- Are you willing to make a commitment of time and energy to work with a coach for several months?
- Are you open to new ideas and new ways of doing things?
- Do you have at least a moderate interest in improving your leadership skills or style?
- Can you be open to feedback about how others see you, even if it is at odds with how you see yourself?
- Can you make time for and give a high priority to regularly scheduled coaching sessions?
- Are you willing to commit to completing developmental activities and other "homework" the coach may suggest?
- Are you comfortable telling others that you are working on your development as a leader?
- Are you willing to tell the coach about any concerns or discouragement that may arise in the coaching process?
- Are you capable of being candid with a coach in discussing your mistakes and challenges?
- Are you willing to have a coach observe you leading a staff meeting or giving a presentation?

If you checked most of the above questions, you are likely to be a good candidate for coaching. The more boxes you left unchecked, the greater the likelihood that coaching may not be for you, or that this is not a good time to start. If you are uncertain, discuss the matter with a trusted advisor, preferably someone who has had experience with a coaching process.