

Coaching Readiness Checklist—Self-Assessment

To fill this in electronically, first download and save this form to your computer or device, then open the saved form using one of the newer versions of Adobe Reader DC.

(Best version found here- <http://get.adobe.com/reader/enterprise/>.)

You may also print this form, fill it in, scan it, and send it to me. Either way, please send the filled-in form as an email attachment to ralph@ralphcare.com

A primary factor that influences how effective coaching will be is your readiness to be coached.

Coaching is not a learning strategy that will be effective for everyone at every stage of their careers.

For those who aren't quite ready yet for the structure and commitment of coaching, but still want to move in that direction, I offer two additional services:

- **Clearing/Pre-Coaching-** getting clarity and focus on what is blocking you, and designing strategies to help unblock you.
- **Deep Listening-** listening without judgment or interruption, with feedback given by the coach **only** if requested.

Both of these additional services are processes that are used throughout the traditional coaching relationship. If they are used as a stand-alone service, their use is limited to a maximum of three months. (We can go over this during the Introductory Session.)

Readiness Factor- please check the appropriate box (Low, Medium, or High)	Low	Med	High
I anticipate that I will derive value from coaching.			
I would describe my level of motivation for change and development to be:			
I am willing to collaborate and build rapport with the coach.			
I am willing to engage in candid assessment/conversation.			
I believe that exploration of different ways of thinking and/or seeing is beneficial.			
I expect that my underlying assumptions will be challenged.			
I want to hear frank feedback designed to support my development.			
I am willing to experiment with new behaviors and approaches.			
I am willing to invest time in working with a coach and engaging in related development assignments.			
I am prepared to participate in the process wholeheartedly.			
Overall, my level of commitment is...			

If your readiness is at **low** or **low-to-medium**, (more than two boxes checked in the **Low** column), you are likely not ready for traditional coaching. If your readiness is low but you still desire and want to work toward change, one of the other two services, **Clearing** or **Deep Listening**, may be appropriate at this time.

Please Note: If you currently are working on intense issues with a therapist, or if you are avoiding these kinds of issues by indulging in drinking, drug use, or other addictive behavior, this will not be the time for us to work together.

If you are currently in therapy where the majority of time is spent more on maintenance and not so much on intense issues, then I would be open to having a discussion about us working together.

Also Please Note: Coaching is not therapy, nor a replacement for therapy