

Are your leaders effectively coaching their teams?

Answer these 10 questions to see if managers in your company are consistent & effective coaches.

Do your managers consistently...

Yes No	1. Track and measure the progress of their coaching efforts by evaluating employees' growth and their impact on team and organizational goals?
Yes No	2. Understand each team member's strengths and passion in their work?
Yes No	3. Emphasize and leverage employees' strengths, fostering confidence and competence?
Yes No	4. Create personalized growth plans for each employee, tailored to their strengths, opportunities and career aspirations?
Yes No	5. Help employees align their individual goals with the team and company objectives, ensuring everyone is working toward a common purpose?
Yes No	6. Ask thought-provoking questions to encourage critical thinking and help employees find their own solutions?
Yes No	7. Support employees in identifying and overcoming obstacles or challenges they encounter in their work through coaching?
Yes No	8. Ask open-ended questions that encourage employees to think critically and find solutions themselves?
Yes No	9. Skilled at active listening during coaching sessions, showing empathy and understanding toward employees' perspectives?
Yes No	10. Receive feedback from their direct reports indicating that they feel supported and empowered through the leader's coaching efforts?

For each Yes answer above, assign 1 point. Tally the points.

- 0-4 points- You have a great opportunity to leverage coaching in your company to improve performance, retain strong performers and help employees adapt quickly to change.
- 5-8 points - There's room for more consistency with your managers' coaching - this will help them manage an effective team to maximize performance.
- 9-10 points - Wow, [please contact me](#) so I can interview you and share your company's story!

Check out [The Coaching Leader Program](#) to upskill your leaders to upskill their team.