



Is Coaching Right for You?

Consider each statement, and note your reaction. Does it ring true for you and affirm your sense of readiness? Or does it create doubt and discomfort? The more the statements seem true about you, the more likely you are to experience success with coaching.

Score Yourself. Rank each statement from 1 to 5 on how true each statement is for you—5 being very true. Then add the ten scores.

1. **_____ I have a genuine desire to stretch and change.**
Motivation for change has to come from within you, not to please someone else. You are the only one you can really change.
2. **_____ I am willing to try new concepts, and experiment with different ways of doing things.**
Unless you shift perspectives and try new behaviors, little is likely to change. Experimenting with new views and behaviors can be playful and fun, while also being an essential aspect of change.
3. **_____ I value collaboration, and am willing to ask for help when I need it.**
If you have a stoic, go-it-alone mentality, where asking for help is an admission of weakness, it will hinder the success of the coaching process.
4. **_____ I am disciplined about following through on commitments.**
Talk is cheap. Doing “homework,” such as reading, self-observations, practices, and action steps, is important to produce genuine, sustainable shifts over time.
5. **_____ I am candid and open in my relationships.** Coaching is a partnership that requires you to be assertive in asking for what you want and to speak up when something is not working.
6. **_____ I am open to candid feedback from my coach and others.** Listening to your coach and others will challenge established paradigms and require reconsideration of behavior in which you may be highly invested. Considering honest feedback opens new choices and possibilities.
7. **_____ I am willing to discuss my journey with others.** If you need to keep your learning process a secret, are you really committed to change? The support and feedback of others can often help.
8. **_____ I am willing to invest the necessary time in coaching.** Coaching is a powerful tool, but it requires willingness to make the proper investment. It only makes sense if you are serious about the process.
9. **_____ I will make this effort a priority for at least three months.** If you’re expecting a quick fix, coaching might not be the best solution. Real change results from learning, practice, and feedback over time. Given this, you can expect real, observable, and sustainable changes.
10. **_____ This is the right time for me to be doing this; I have the motivation and there’s no reason to delay.**

_____ **Total Score**

If Your Total Score Is:

10-20: Consider waiting until a better time.

21-35: Explore your readiness with potential coaches.

36-50: You’re ready! Time spent coaching needs to coincide with a real need so you have both the motivation and the opportunity to apply what you are learning.

To inquire about coaching and schedule your first coaching session, email Molly Nece at necem@uncw.edu, professional coach, consultant, and trainer with UNCW’s HR Training and Professional Development function