

Executive Coaching Self-Assessment

Would you benefit from working with a leadership coach at this time?

Read these items quickly and don't overthink your answers. Notice where you pause and where you feel a pull toward the most honest response.

Leadership Moment

- Am I facing a period of increased complexity, pressure, or visibility where how I show up matters more than ever?
- Is my role changing – or is the context around me changing faster than my habits?

Performance Ceiling

- Am I delivering strong results but sensing a ceiling in my effectiveness?
- Do I suspect that my impact is now limited more by how I lead than by what I know?

Inner Resourcefulness

- When I'm under stress, do I stay grounded, curious, and kind – or do old patterns and saboteurs take over?
- Are my reactions under pressure sometimes misaligned with my intentions or values?

Impact on Others

- Am I getting the kind of candor I need from colleagues and direct reports?
- Do people experience me the way I intend, especially in tense or high-stakes moments?

Learning and Growth

- Do I have a trusted space to examine my assumptions, blind spots, and habits?
- Is there a meaningful edge of learning I'm willing to work on – not just polish?

Decision Quality

- Do I consistently make thoughtful, well-timed decisions under uncertainty?
- Do I reflect on how I decide, not just what I decide?

Readiness

- Am I willing to look honestly at myself, not just at external problems?
- Am I open to practicing new ways of thinking and responding, not just gaining insight?

Commitment

- Am I prepared to invest time, attention, and energy over a sustained period of months?
- Do I want change that holds under pressure, not just quick fixes?

RULE OF THUMB: If you answered “yes” to several of these questions and if the questions about readiness and commitment resonate, you are likely ready to benefit from coaching.