

A Coaches Self Evaluation Sheet

The purpose of coaching is that through a considered and planned process of active and latent listening, and asking questions, a coach helps the trainee identify their objectives for the next season. After identifying clear objectives, the trainee is then able to talk through an action plan and considered obstacles. As this is intended to be a regular monthly discussion, the trainee is encouraged to remain focused and accountable to their objectives and plan. Coaches sometimes guide with wisdom, insight, experience, and the sharing of resources. However, the coach's contribution should always be secondary. Trainees most often have the answers and solutions, they just need drawing out.

Coaching sheet can be found on www.voditi.org/resources

Coaching operates on a continuum, with directive on one end and supportive on the opposite. Each coach develops their style, however the context is expected to be supportive.

Directive	Supportive
Developing skills New employees	Helping with problem solving Building confidence

Every person is different; thus, each will develop a different style depending on the contexts. An employer coaching a first-year hire, might use a more direct style, while volunteer organizations will naturally gravitate to a more supportive style.

	No	Yes
1. Did you create a good rapport with the trainee so that they were relaxed and knew you have time for them and care for them?	<input type="checkbox"/>	<input type="checkbox"/>
2. Did you show genuine interest in the trainee, not just what they are achieving?	<input type="checkbox"/>	<input type="checkbox"/>
3. Did you listen well enough to understand the thoughts, feelings, and ambition of the trainee?	<input type="checkbox"/>	<input type="checkbox"/>
4. Did you show interest in the long-term achievements, not just short-term actions?	<input type="checkbox"/>	<input type="checkbox"/>
5. Did you model the behavior that you would hope others emulate?	<input type="checkbox"/>	<input type="checkbox"/>
6. Did you ask good open questions that allows the trainee to speak of what is interesting, challenging or frustrating to them?	<input type="checkbox"/>	<input type="checkbox"/>
7. Did you react positively or negatively to things that surprised you	<input type="checkbox"/>	<input type="checkbox"/>
8. Are you careful to avoid stories of your own performance as something to measure against?	<input type="checkbox"/>	<input type="checkbox"/>
9. Was the Trainee able to identify 2-3 things that he or she will progress with in order to help them achieve their objectives	<input type="checkbox"/>	<input type="checkbox"/>
10. Were you able to give at least two specific encouragements?	<input type="checkbox"/>	<input type="checkbox"/>
11. Did you pray for and with the trainee?	<input type="checkbox"/>	<input type="checkbox"/>
12. Did you prepare 2-3 follow up questions for next meeting?	<input type="checkbox"/>	<input type="checkbox"/>