

## Signals for Coaching Decision—Assessing Match and Engagement

- \* Are we connecting to the point of trusting each other with a frank conversation?
- \* Is this something I/you want to do now? Feel encouraged and able to do? At the least, interested in wanting to learn more about?
- \* Are the development goals sufficiently clear, specific, relevant to important accomplishments, doable and measurable?
- \* Do we recognize the multiple complexities and drivers of the situation and the requirements?
- \* Is the sponsor present and clear?
- \* Are you wanting/willing to commit time, energy, respond, step up, practice and debrief regularly?
- \* Do you expect magic regarding your commitment level or natural disinclination?
- \* Is there sufficient time? Do we need to complete it right away (and therefore negate learning, preparation, or sustained effort)?
- \* Are there those who will support, encourage your efforts?
- \* What do we each want from each other in order to be successful?  
(I want to win the battle for structure, process; Lose the battle for initiative)
- \* Is my/your voice about what I/you see, loud enough, clear and articulate?  
Am I or are you simply going along to get along?
- \* Are who I am and who you are (beliefs, principles, sideboards, history, feelings, hot buttons— what we each uniquely bring) also on the table?
- \* Are all the real benefits and costs of proceeding clear to each of us?
- \* Do we understand the guidelines for our process and relationship?
- \* What is your confidence level in me? In you? My confidence level in me? In you?
- \* Do I/we have concrete idea(s) for how to move forward and an understandable design for learning?