

Coachability Index for an Organization

“Successful coaching in organizations aligns with business strategy and honors the mutual alliance between coach and coachee to committed, sustained performance improvement and career fulfillment through scheduled coaching sessions, targeted development assignments, progress touch points and behavior practice to achieve desired goals. *Cynthia Kivland, Principal CareerPerformanceStrategies*

Most organizations can benefit from offering coaching services throughout the employee life cycle; whether coaching is for emerging leaders or key talent that aligns with business strategy.

Complete the inventory to determine your organization’s readiness to adopt and implement an internal or external coaching process. Rate each statement on how true the statement is for your organization **right now**. Then, score the statements using the key at the bottom of the page. Your responses will indicate whether your culture or leaders perceive coaching as critical business strategy to remain ahead of the curve.

LESS TIME					MORE TIME	STATEMENT
1	2	3	4	5		Managers at all levels will support regular participation in coaching for themselves or staff.
1	2	3	4	5		This is the right time for the organization to accept coaching.
1	2	3	4	5		The organization is willing to commit the resources and time to let the coach do the coaching.
1	2	3	4	5		The organization has a culture of innovative thinking to developing and retaining key talent.
1	2	3	4	5		The organization recognize the value of aligning employees' natural career passions with performance task to achieve business goals.
1	2	3	4	5		The organization knows having the "right" people in the "right position is critical to achieving business goals.
1	2	3	4	5		Scheduling time for coaching is viewed as a competitive advantage and investment in human capital.
1	2	3	4	5		The organization looks at all parts of the business for performance improvement.
1	2	3	4	5		The vision and core values of the organization is an operating principle for performance improvement.
1	2	3	4	5		The organization has the monetary resources to commit to a coaching contract, support coaching activities and make strategic changes that may result from the coaching alliance.
1	2	3	4	5		The organization has a history of investing in talent development, retention and succession.
1	2	3	4	5		This organization recognizes the importance of strengthen employees strengths and skills through regular assessment and development plans.
						TOTAL SCORE (add up all numbers)

48-60- Congratulations! Your organization recognizes coaching as a critical process to achieve business goals!

36-47 Coachable Your organization is coachable but needs to put in place the infrastructure and honor the coaching ground rules!

Less than 35 Ouch Your organization does not have the commitment to resources, time and strategy to put in place and honor coaching as a development strategy.

For information about coaching or mentoring processes aligned with business strategy, contact coach@careerperformancestrategies.com or 1-877-60-COACH.