

Is This Leader Ready for Development? Checklist

Determine the Leader's Readiness for Coaching		
yes	no	Ask yourself the following questions about the leader:
		1. Is the leader willing to commit the time to devote to regular meetings with your coach? (It takes an investment of 6 to 8 hours a month for coaching meetings and assignments. The coaching engagement typically lasts 6 months depending upon time availability.)
		2. Is the leader willing to listen and seek understanding before advocating?
		3. Is the leader willing to experiment with new ways to modify his or her behavior and try new approaches, even when old approaches proved successful in the past?
		4. Is the leader willing to explore your hopes and fears about his or her leadership style? About change?
		5. Is the leader willing to give and receive authentic feedback with a coach?
		6. Is the leader willing to have the coach talk openly with his or her peers and direct reports?
		7. Is the leader willing to ask for feedback from those with whom he or she has challenges with in the past?
		8. Is the leader willing to acknowledge the bad behavior?
		9. Is the leader willing to make amends and attempt to restore trust?
		10. Is the leader willing to make time to complete developmental assignments and practices? (Again, be prepared to invest 6 to 8 hours a month for 6 months.)
<p>Note: The more Yes responses, the higher the readiness. If you have more than two No responses, it is unlikely the leader is ready to make necessary changes. It would be a waste of company resources to hire a coach or provide new development experiences. Instead consider a non-management/individual contributor position or take steps to encourage the leader to leave the organization.</p>		