

If your score was:

30 -- 40: You believe in the value of coaching and have made it an integral part of your leadership style. Select an area to focus on so you can become an even more effective coach. Or, select something to work on that will help you change something you do most of the time to something that you always do. And, keep up the good work, Coach!

20 – 29: While you do a great job with some areas of coaching, you have several things you can focus on to improve your coaching effectiveness. Select an area or two that you'd like to work on. Then, take this assessment again in 30 days and select another area to work on. Self-improvement is a continuous journey, and with regard to coaching, the better you become, the more effective and successful your team.

Fewer than 20: You've probably gotten swept up in the details of managing and have forgotten that it's your people who will help you succeed. They need to know that what they do matters to you. Remember that coaching is about inspiring, encouraging, and challenging. Becoming a great coach takes time. Don't try to do everything at once.

Look over each category on the assessment: inspiring, encouraging, and challenging. Focus on whichever category has the most *rarely* or *never* responses. Think about what you can do to make a positive change in that area in the next 30 days. Then go through that section of this assessment again. Then, select another category and do the same thing. In 90 days, you should be ready to take the full assessment again to monitor your progress in all three areas of coaching.