

## Ongoing Development for Coaches

Coaches are reflective practitioners and, as such, their development never really ends. Every day brings new situations to reflect upon, every coaching session raises development questions – did we achieve the goal? Were the coachee’s needs met? What might I have done differently to get different results?

Along with the feedback from your triad practice groups, rating yourself against the following criteria will help you to highlight your development areas and continually improve as a coach:

**Re-complete the *What am I like?* questionnaire at 6 monthly intervals to track your development and observe any changes.**

	☹		☺		☺
	1	2	3	4	5
<i>I am a patient listener.</i>					
<i>I wait for the coachee to finish speaking before I respond.</i>					
<i>I ask questions for clarification and paraphrase to make sure I have understood correctly.</i>					
<i>I keep my focus on the coachee rather than my thoughts and views.</i>					
<i>I am aware of my biases.</i>					
<i>I manage myself so as not make judgements.</i>					
<i>I listen as an accepting equal.</i>					
<i>I am aware of the coachee’s emotional meaning as well as the content of what they are actually saying.</i>					
<i>I notice the intention behind the coachee’s words.</i>					
<i>I feedback effectively to the coachee, I highlight inconsistencies and challenge when necessary.</i>					
<i>I am aware of my impact on the coachee.</i>					
<i>I reinforce the progress that has been made, linking and connecting developments across the sessions.</i>					
<i>I am comfortable giving positive feedback, praise and appreciation.</i>					
<i>I observe patterns of behaviour in the coachee’s thoughts, feelings and actions.</i>					
<i>I help the coachee to discover what makes her/him tick.</i>					
<i>I enable the coachee to see situations from different and new perspectives.</i>					
<i>I seek help from others when I face challenges in my coaching.</i>					
<i>I am true to myself in my coaching and in my development.</i>					
<i>I know the limits and boundaries of the professional coaching relationship.</i>					
<i>I know how to manage the ending of a coaching relationship.</i>					
<i>I agree times to monitor and evaluate the effectiveness of my coaching.</i>					

You can seek support on any of your development areas from coaching specialists, or some of your respected coaching peers, or in a supervision session.