



The Coachability Test

ARE YOU READY TO BE COACHED?

Find out if you are someone who is likely to significantly benefit from Coaching.

This 51-question assessment based on psychological principles of being coachable will let you know whether you are ready. This is not your usual generic coachability quiz. Instead, it contains 51 questions that allow you to look deeper into your personality to find out how good a client will do in coaching.

Working with a professional coach requires a significant investment of time, energy, and effort. This assessment will help you to decide whether it is a good idea to invest all of that effort at this point in time. This assessment is focused on the present and will give you an idea of your coachability now.

Please complete all items. Rate each on a scale of 1 – 5. In order to choose your rating, click on the box and then choose your rating by using the down arrow. Please choose the one number that best represents your feelings, thoughts and behaviors. Choose how true each statement is for you.

Statement		Response		
1	2	3	4	5
Less True		More True		
1	I am someone who is curious about how to explore changes to further myself			
2	I have some specific goals for myself that I am currently motivated to reach			
3	I find it very useful to collaborate with others and to have a partner to help me to reach my goals			
4	People have told me that a strength I have is knowing when to get assistance from others which can help me to perform better			
5	I tend to take feedback in a non-defensive manner in which I truly consider what people tell me			
6	I think that I have strengths and capabilities which I have not yet truly tapped			
7	The idea of someone supporting and guiding the process of meeting my numerous goals and desires is very intriguing to me			
8	I am open to considering new perspectives and ideas for various aspects of my life			
9	Lifelong learning, education, and self-improvement are among my greatest values			
10	I recognize that important areas in my life are out of balance and I want to work to correct this imbalance, so I feel more grounded, fulfilled, and content			
11	People have told me that I am solutions-oriented and someone who takes action to achieve change			

12	Some words that describe me well include inquisitive, interested, and inquiring	
13	I think I could use assistance with identifying and developing my core strengths	
14	I recognize that I will not feel completely fulfilled if I do not explore ways of developing myself (personally or professionally) and I am willing to do what is necessary to make this happen	
15	One of my deepest values is the ability of humans to grow and develop	
16	I would like to become more focused, efficient, or clear in the process of goal attainment	
17	There are important goals in my life that I have not yet reached but would like to begin the process of meeting them, starting today	
18	I believe that I could further myself by making some changes. I am not sure what my goals are or what changes I want to make in my life, but I know that I want to find out	
19	If someone were to ask me when I would like to begin making significant changes in my life or relationships, I would respond by saying "right now", and <u>not</u> "later", "soon", or "in the next month"	
20	I am willing to take the primary responsibility for doing the necessary action steps that will help me to move ahead	
21	I do <u>not</u> have difficulty with meeting deadlines, generating results or sticking with a timetable for goal accomplishment	
22	If asked to write down the top 3 major changes I would like to make in my life over the next 3 months, I would have no problem answering	
23	I can clearly see and articulate how working with a professional coach would benefit my life right now	
24	Someone has recommended coaching to me or told me about coaching, and I have thought, "what an excellent idea!"	
25	I have a strong desire to make my life more focused, simple, clear or satisfying	
26	I believe that working with someone who has a more objective view can significantly help me to see things in my life differently	
27	If someone were to provide me with constructive criticism, I would carefully consider what they had to say, ask others for feedback as well, and then take action	
28	I am ready right now to dedicate the time, energy and finances to make real changes in my life that will have long-lasting, positive effect	
29	I am very interested in figuring out how I have created obstacles to my own success	
30	In planning to hire a coach, I intend to interview a couple coaches and ask specific questions to make sure they are a good match for me and can guide me by the process of coaching	
31	I would like to have someone help me to recognize what is working well in my life and how I can capitalize on my strengths to figure out how to create and attain my goals	
32	I am someone who values diversity of perspectives and opinions	
33	Many times, I think that it would be great to have an objective partner help me to navigate through specific life changes and find great success	
34	Even if I have not taken the time for my own happiness and development in the past, I am ready to begin doing so now	
35	I could be described as: questioning, curious and enthusiastic	
36	Investing my time, energy, finances and other resources in my satisfaction and fulfillment sounds like a very sound investment to me	

37	I do not have a psychological disorder (e.g., depression, anxiety, eating disorder) that is unstable or untreated	
38	I am someone who is (or who is working on becoming) future-oriented, rather than living in or dwelling on the past	
39	Throughout my life, I have often been curious about how I can develop myself and perform my best in several areas of my life	
40	I can commit to being on time and prepared for my coaching sessions even if I have a lot of other things going on in my life.	
41	I recognize that coaching requires a financial investment and I believe that it is worth it	
42	I have no reason to believe that therapy would be a better resource for me than coaching right now; OR I have received an evaluation by a psychologist who stated that coaching is the more appropriate option for me	
43	If, while working with a coach, my coach gave me specific homework assignments or action steps to do, I am confident that I would work hard to complete them between sessions	
44	I believe that my natural support systems (family, friends, partners) are too close to my issues to provide objective coaching, so a professional coach could add significant value	
45	I am worried that I may never discover my true potential if I do not do some work on that discovery process	
46	I have attempted to make changes or embark on the process of meeting my largest goals on my own but have not been entirely successful. I think that a partner who will assist me would benefit me more than a consultant who would give me specific advice.	
47	I understand that a coach will help me to recognize solutions, strengths and opportunities, but will not do things for me or tell me exactly what to do in every scenario I raise	
48	Others have remarked that I appear particularly motivated and interested in getting the most I possibly can out of my career or life	
49	I am not looking to reduce or solve a problem, such as anxiety disorder; instead I am interested in promoting growth and development right now	
50	I know the difference between therapy, consulting and coaching, and I believe that coaching would best meet my needs right now	
51	I am eager to have a professional serve as a partner to support my growth and development process	
Total Score		0

Disclaimer: This assessment is not intended to provide a psychological or psychiatric diagnosis and your completion of the test does not indicate a professional counseling or coaching relationship with the creators or administrators of the test.