

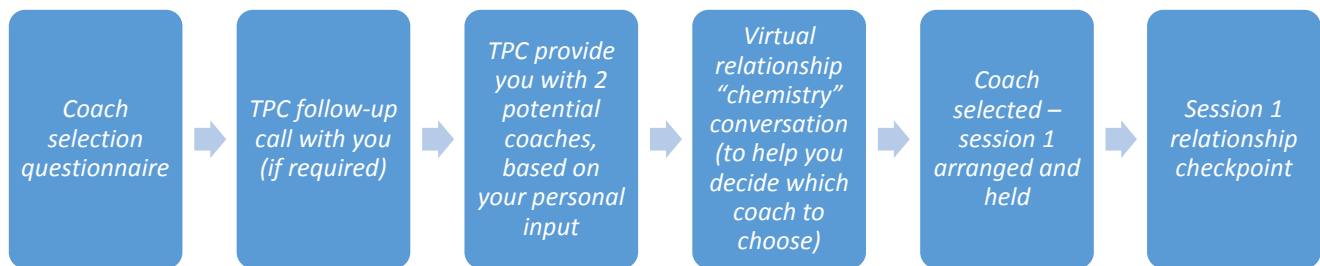
# Coach Selection Questionnaire



## Guidelines for completing this questionnaire

As part of the Accelerated Director Development Scheme, the purpose of this questionnaire is to collect information that enables the identification of possible coaches, for your selection informed by a “relationship chemistry” conversation via Skype/Phone.

### Coach Selection Process



All information in this questionnaire is confidential and will be used by TPC to source suitable coaches.

Please return your completed questionnaire to Ali Demery by email: [ali@theperformancecoach.com](mailto:ali@theperformancecoach.com) by **Friday 29<sup>th</sup> May**

If you have any questions, please contact:

Chris Sheepshanks +44 (0)7966 754464  
Andrew McDowell +44 (0)7984 464407

Name	
Role	
Work address	
Preferred location for coaching	
Contact telephone numbers	
Email address	
Desired language for coaching	

What is your experience of being coached?

If you have been coached previously

### If you have been coached previously

What worked well for you?

What worked less well?

### At this stage, what are your initial areas of focus for the coaching?

Please consider:

- The organisational challenges you are likely to face over the next 12 months
- The personal challenges you will face over the next 12 months
- How you are looking to grow as a leader to meet the challenges
- How to manage most effectively your profile & career

What would you like to achieve from this coaching?

What would you like to achieve from this coaching?



What would your ideal coach be like? What key qualities would they have?



**What would your ideal coach be like? What key qualities would they have?**

1. Please rate the following (coach) attributes in terms of importance (1 not important, 5 very important – the same number can be used more than once e.g. all may be rated 5 if appropriate):

Attribute	Rating
High energy and pace	
Highly challenging and direct	
Highly reflective	
Strategic and organisational design focus	
Personal development and people focus	
Can be a “sounding board” and “sparring partner”	

Any other key attributes or personal preferences:

**What would your ideal coach be like? What key qualities would they have?**

2. How would you describe your preferred style/focus of leadership? Please rate the following (1 low focus, 5 high focus - the same number can be used more than once e.g. all may be rated 5 if appropriate ):

Leadership style/focus	Rating
Directing and problem solving	
Communicating and collaborating	
Coaching and development of self/team	
“Setting the pace” – vision, strategy formation, planning and role modelling	
Compliance, analysis, control and monitoring	

Any other comments about your leadership style that might be helpful when matching you to a suitable coach?

3. In terms of the potential focus of coaching, please rate the following in terms of importance/relevance to you (1 not important, 5 very important – the same number can be used more than once e.g. all may be rated 5 if appropriate):

Focus of coaching	Rating
General leadership skills coaching	
Talent management and development	
Developing resilience and coping strategies	
Developing personal impact, communication skills and presence	
Diversity & inclusion coaching	
Transitions and/or making an impact in the first 6 months	
Creating and building effective teams	
Managing change in self and others	

Any other areas of particular importance?

Any other comments?  
(Please consider any other information that would help us match you to a suitable coach)

Thank you for taking the time to complete this questionnaire.