

The Manager Coaching Cohort

Personal Assessment

Rate yourself on your strengths in these areas- 10 being highest, 1 being lowest.

(Fill in or print out and circle numbers below):

Manager/Team Connection

- I know what motivates each of my team members. 1 2 3 4 5 6 7 8 9 10
- I show my team that I care about them as people. 1 2 3 4 5 6 7 8 9 10
- I work to help my team connect with each other. 1 2 3 4 5 6 7 8 9 10
- We discuss more than work in our meetings. 1 2 3 4 5 6 7 8 9 10
- Individual discussions are often rewarding. 1 2 3 4 5 6 7 8 9 10

Feedback and Performance Management

- My team knows what is expected of them. 1 2 3 4 5 6 7 8 9 10
- My team knows what is expected of me. 1 2 3 4 5 6 7 8 9 10
- I give as much positive feedback as negative feedback. 1 2 3 4 5 6 7 8 9 10
- People look forward to one-on-ones with me. 1 2 3 4 5 6 7 8 9 10
- I meet informally with individual team members often. 1 2 3 4 5 6 7 8 9 10

Coaching/Delegation

- My people know why I ask them to do things. 1 2 3 4 5 6 7 8 9 10
- People are usually excited to receive opportunities from me. 1 2 3 4 5 6 7 8 9 10
- I create a growth mindset within my team. 1 2 3 4 5 6 7 8 9 10
- I rarely keep work to myself for fear of it not getting done well. 1 2 3 4 5 6 7 8 9 10
- I coach people to higher levels of performance on a daily basis. 1 2 3 4 5 6 7 8 9 10

Handle Conflict

- I work to create a "blame free" culture. 1 2 3 4 5 6 7 8 9 10

- My team feels safe from retribution when they speak up. 1 2 3 4 5 6 7 8 9 10
- I act as an example to my team by not making people wrong. 1 2 3 4 5 6 7 8 9 10
- I create an opportunity for my team members to be vulnerable. 1 2 3 4 5 6 7 8 9 10
- Conflict is welcomed on my team. 1 2 3 4 5 6 7 8 9 10

Effective meetings

- People find value in the meetings I run. 1 2 3 4 5 6 7 8 9 10
- There is rarely ambiguity, and we have a clear plan of action in our discussions. 1 2 3 4 5 6 7 8 9 10
- My team gets excited for upcoming discussions in our meetings. 1 2 3 4 5 6 7 8 9 10
- I often let my team take ownership of our meetings. 1 2 3 4 5 6 7 8 9 10
- Our meetings start and end on time. 1 2 3 4 5 6 7 8 9 10

Developing people

- I often see growth opportunities and share them with my people. 1 2 3 4 5 6 7 8 9 10
- I know the strengths of each member of my team, and we develop them. 1 2 3 4 5 6 7 8 9 10
- I know the biggest weaknesses of each member of my team, and we work on them. 1 2 3 4 5 6 7 8 9 10
- I work hard to bring out the latent abilities in people. 1 2 3 4 5 6 7 8 9 10
- People know the direction they are headed with my help. 1 2 3 4 5 6 7 8 9 10