



Executive Coachability Index

Instructions:

Please read each statement carefully and respond candidly—what you feel or believe to be true. For each statement, indicate the degree to which you agree or disagree by checking (☑) the appropriate box.

	Agree Strongly						
	Agree						
	Agree Slightly			Neutral / Mixed			
	Disagree Slightly		Disagree				
	Disagree Strongly						
1. I like to receive immediate, open, honest, direct feedback (both positive and negative) on my performance.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I have long-term, personal and career goals and have developed a specific plan of action to achieve them.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I am ready to put significant time and energy into changing some of my ineffective behaviors and habits that might be holding me back and to replace them with more effective behaviors.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I am committed to stopping or changing the self-defeating behaviors that limit my success.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I have a thorough understanding of my own emotions and how they impact my life and my relationships with others.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I believe that I would benefit from further examination, clarification and understanding of my personal values.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I could use some help in discovering more ways to achieve my personal best.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I am open to exploring and pursuing more opportunities for personal growth and development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I want to receive constructive feedback to build on my strengths and improve my areas of weakness.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I spend time working through obstacles to my self-improvement.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I am aware of my self-sabotaging habits and self-limiting beliefs.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. I know exactly what I want from life.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. I believe that having someone “on my side” to support and encourage me will benefit me on my journey of change and self-improvement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. I believe that increasing my self-awareness, especially as it relates to my emotions and the impact of my behavior on others, can enhance my personal effectiveness.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	Agree Strongly						
	Agree						
	Agree Slightly						
	Neutral / Mixed						
	Disagree Slightly						
	Disagree						
	Disagree Strongly						
15. I am willing to "try on" new ideas or different ways of doing things.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I like to gain knowledge and insight into myself so that I can become more flexible and versatile.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. I have deliberately put time and effort into discovering ways to improve my effectiveness in my current job.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. I want to learn new skills, attitudes, and behaviors that will directly improve my work performance.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. I like to have someone to whom I can turn as a sounding board for my ideas, plans, and strategies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. I welcome new experiences and adapt easily to new situations.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. I would like to have someone available to me to advise me when I need it concerning specific tasks or projects.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. I like to try out new approaches to improve my personal productivity, efficiency, and effectiveness.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. I would like to have someone help me stay focused, challenge me, keep me accountable, and confront me when I fall behind on my commitments.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. I am willing to speak straight, tell the truth, provide honest feedback, and keep my word on commitments while working with my coach.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. I believe that coaching to improve myself will help me be more successful.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. There are things I would like to change that are interfering with my ability to achieve my personal and professional potential.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. I am prepared to dedicate time and resources for my professional growth even if it is inconvenient.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. I am willing to change some of my assumptions and beliefs if it will improve my personal effectiveness.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Scoring Key

The Executive Coachability index consists of 7 dimensions listed below. Calculate your score for each dimension using the following point scale. Each dimension consists of 4 items. Total your score for each dimension and mark an X in the bar chart. Compare your scores across dimensions. Add the 7 dimension scores to get your overall Coachability Index and determine your current level of Coachability.

Point Scale
Disagree Strongly – 1 point
Disagree – 2 points
Disagree Slightly – 3 points
Neutral / Mixed – 4 points
Agree Slightly – 5 points
Agree – 6 points
Agree Strongly – 7 points

My Overall Coachability Index is _____.
183 – 196 = Very High Coachability
169 – 182 = High Coachability
140 – 168 = Moderate Coachability
Below 140 = Low Coachability

