

Assessing your coaching culture

Consider the below statements collated from various research in to creating a culture of coaching and reflect on the extent to which they are correct for your area, or, your organisation (your client’s organisation) as a whole.

Assessing your coaching culture	YES	SOMETIMES	NO
Coaching is linked to business drivers			
• Is coaching integrated into strategy, measures and processes			
• Does coaching have a core business driver to justify it			
• Does the organisation hold the belief that it’s not just “what you do” but “how you do it” that enables business performance			
• Is there a belief in coaching and the performance it enables			
Leadership aligned behind a coaching culture			
• Do leaders understand their responsibility for personal coaching			
• Is the predominant leadership style non-directive			
• Are leaders role models for coaching			
• Is there a good balance of internal coaches & external coaches			
• Are people treated as “humans” and led in a compassionate way?			
There is a commitment to personal & professional development			
• Are development opportunities available for both coach and coachee			
• Are people encouraged to be a coachee			
• Are external coaches used to give internal coaches experience of being coached			
• Is coaching used as developmental not just remedial			
• Is there integrated coach training for all			
• After their training, are internal coaches followed up and used by the organisation			
• Are Coaches accredited, certified or licensed			
Reward and recognise coaching			
• Are people rewarded for knowledge sharing			
• Is coaching promoted as an investment in excellence			
• Is coaching and highperformance integrated			
• Do top teams have regular team coaching			
• Is there a dedicated coaching leader			
Coaching behaviours are integrated in to the organisation			
• Is regular feedback an integral part of working in the organisation			
• Is there a high level of trust with constructive challenge			
• Does coaching support delegation and empowerment			
• Do people ask insightful & curious questions			
• Are people aware of the broader perspectives in a situation			
• Do people listen empathetically			