

QUESTIONS TO ASK YOUR COACH IN SELECTING A GOOD FIT

The International Coach Federation recommends interviewing at least three coaches before making a decision. By doing this you will get exposure to a variety of styles, getting a sense of your rapport with each potential coach, as well as a chance to assess each coach's strengths.

Because it's such an important decision and will involve a substantial investment of your time and resources, it pays to get it right. One way to do this is to level the playing field by bringing the comparison into clearer focus. While it's important to make note of your "first impressions", it can also be helpful to have a single set of questions you ask each coach. By incorporating an "interview process" into each exchange, you'll have both analytical and intuitive information on which to base your decision.

The following are a few questions to get you started. You may have others that you feel can assist you in making your decision.

1. Describe how you work with your clients?
2. How do you measure success for your clients?
3. Have you ever turned down a potential client? Why or why not?
4. What coaching training have you had?
5. What is your philosophy about coaching and about achieving success?
6. What else do you do as part of your career besides coaching?
7. What commitment do you require from your client?
8. What coaching experience do you have?
9. What success have you had with clients in similar situations?
10. What is your coaching style?
11. What can I expect when working with you?
12. What's unique about you as a coach?