



NASA Coaching Application Companion

1. Is the leader open to the idea of executive coaching to improve current performance and effectiveness?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
2. Has the leader received solid coaching and support from a manager and now requires a more focused, intensive support?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
3. Is the individual considered a high potential leader?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
4. Has the leader participated in any forms of self-awareness training that would contribute to an honest self awareness?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
5. Is the leader willing to take responsibility for any of the patterns that exist in the situation(s)?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
6. Will the leader ask for help from appropriate partners to change and grow?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
7. Is the leader receptive to immediate feedback?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
8. Will the leader share key business and personal challenges so that the action plan can be aligned appropriately?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
9. Is the leader open to discuss resistance issues that may occur within the coaching relationship and/or organization?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
10. Will the leader set mutual and measurable coaching goals with the coach?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
11. Does the leader see the value of shifting behaviors to enhance leadership effectiveness?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
12. Is the investment of dollars and time worth the return on the investment for this leader?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
13. Is the leader's manager placing accountabilities on the leader to change, expand or improve behaviors or skills?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
14. Is the leader's manager committed to the leader's success?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
15. Is the leader's manager willing to invest time, money and resources to the leader's improvement?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

- **Eleven or more “Yes” answers = Good to excellent conditions exist for a successful Executive Coaching engagement.**
- **Eight to Ten “Yes” answers = Some gaps exist in the client’s understanding of Executive Coaching or client readiness. In order to ensure a successful engagement, discuss the gaps with the client and client manager as appropriate.**
- **Seven or Fewer “Yes” answers = The likelihood for a successful Executive Coaching engagement is low.**

Adapted from O'Neill, Mary Beth. Executive Coaching with Backbone and Heart: A Systems Approach to Engaging Leaders with Their Challenges. San Francisco: Jossey-Bass Publishers, 2000.