



# How ready is this team for coaching?

## When is a team ready for team coaching?

How do you find the right time to support a team with team coaching? You might assume that coaching is appropriate for any team at any time but it's not always the right answer.

## How ready is this team for coaching?

This straightforward diagnostic from Professor David Clutterbuck allows you to make realistic decisions about when and how to intervene – and when to offer the team a different intervention, more in line with its current circumstances. Made available to Masterclass participations by GTCI in association with Coaching and Mentoring International.

*Mark question fields with numbers: 1-5*

**1 = for strongly "No"**

**5 = for strongly "YES"**

1. Do the team members have positive experience and expectations of coaching?
2. Does the team see team coaching as both urgent and important?
3. Does the team have an appropriate mix of complementary skills, relevant to its expected outcomes?
4. Are the team members genuinely committed to becoming a high performing team?
5. Are the team members – including the leader -- committed to open and honest dialogue?
6. Are they – including the leader – willing to challenge themselves and each other?
7. Are the team leader's motivations for introducing team coaching transparent and accepted by the team members?
8. Is it clear who is in the team and why?
9. Is team membership likely to change during the period of the team coaching?
10. Is the team willing to address and review its purpose and priorities?
11. Do team members genuinely want to collaborate rather than work in silos?
12. Does the team meet at least monthly?
13. Do team members accept responsibility for their own and their colleagues' learning and development?

## How ready is this team for coaching?

- 14. Is the team adequately resourced (in terms of money, time, information, etc) to achieve its goals?
- 15. Is the team prepared to invest time into coaching sessions and into implementing necessary changes?
- 16. Is the team willing to address internal conflict?
- 17. Is the team prepared to address poor performance by individual members?
- 18. Is the team manager prepared to undertake personal change, to better support team performance?
- 19. Is team coaching supported by key stakeholders outside the team?
- 20. Are there any other significant barriers to making team coaching work?

### Results:

#### Sum up the results and compare below:

**75+**

This team has the potential to engage fully with team coaching and to gain great benefit from it

**40 - 74**

This team will benefit from coaching, but needs to invest in getting the structure and responsibilities right before it will get full value from it

**0 - 39**

This team needs a lot more one to one coaching for all the members, including the leader, before embarking on team coaching