



Leadership Coaching Discovery Questionnaire

This questionnaire is used as a way to get an accelerated start on coaching. You are not required to return the questionnaire but please be prepared to discuss what you discovered through the process. Please give the section on Coaching Goals your full attention as it will help you focus on what is really important to you. The **Wheel** found below can be a good starting place to identify 1-2 sections of your wheel you want to focus on prior to developing your coaching goals below. It does not matter if you change the focus as we move into the coaching relationship. This serves as a good start, a place that you are familiar with and a place we can move from as you gain deeper insight into your context.

Coaching Goals

What is appealing to you as you think of this coaching opportunity?

What's one change, over the next three months, would make the greatest difference for you?

Where's the gap between where you are and where you want to be in the future?

How will you know that our coaching relationship was successful, what is the result you are looking to attain?

What potential obstacles do you anticipate in achieving this (these) goals? What might get in your way?

How can I best support you? What tips would you give me, your holistic coach, to work with you more effectively?

Coaching You

What part of your life/career/business is working best now?

What do you want more of?

Strengths would you like to build on or do more often? In other words, from your SDI 2.0 results, which strengths would you like to dial up or down.

You

Who and/or what inspires you? What is inspiring about it?

What are your significant commitments in life?

What are your personal values? How do you know when the actions you take are or are not in alignment with your values?

What else would you like me to know about you?



Holistic Leadership Wheel

A wheel is a common metaphor used in coaching to support taking a holistic view of our lives and assessing what areas could be strengthened to improve balance/well-roundedness and experience a “smoother” ride. The **Holistic Wheel** helps to hone in on the development areas that can propel us forward in our journey. The following steps will guide you in creating your own wheel, where you can identify up to 8 categories that you need and/or want to achieve your holistic vision of yourself.

Possible Categories

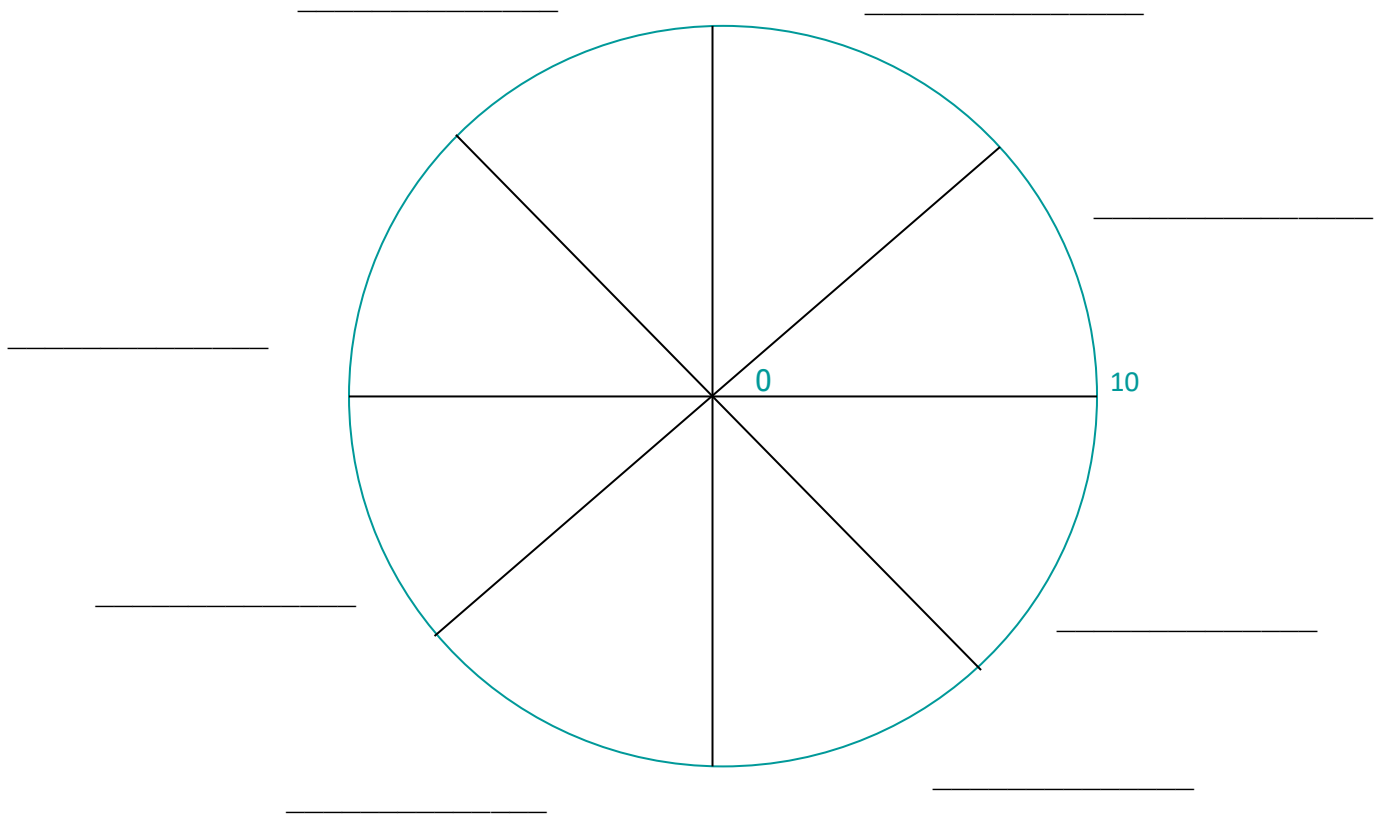
<ul style="list-style-type: none"> <input type="radio"/> Managing stress (personal/professional) /preventing burnout <input type="radio"/> Solving problems quickly <input type="radio"/> Resilience <input type="radio"/> Confidence <input type="radio"/> Giving feedback <input type="radio"/> Receiving Feedback <input type="radio"/> Interpersonal skills / Relationship management <input type="radio"/> Motivating others <input type="radio"/> Self-care (i.e., time for self) <input type="radio"/> Balanced diet/nutrition 	<ul style="list-style-type: none"> <input type="radio"/> Empowering other <input type="radio"/> Delegating to others <input type="radio"/> Managing conflict <input type="radio"/> Emotional intelligence <input type="radio"/> Personal care <input type="radio"/> Building an effective team <input type="radio"/> Community Management <input type="radio"/> Living the Vision and Mission Statement of the organization <input type="radio"/> Hobbies/ leisure (quiet or active) <input type="radio"/> *Time Management <input type="radio"/> *Technical skills 	<ul style="list-style-type: none"> <input type="radio"/> Sleep hygiene <input type="radio"/> Meaningful occupations (leisure, paid/volunteer work) <input type="radio"/> Exercise routine <input type="radio"/> Other:
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*Technical skills i.e.: report writing, specific computer skills, budgeting, preparing presentations, public speaking, leading meetings, project management, making policies, personnel management, physical demand (lifting, carrying, etc.).

*Time management: managing appointments; outside of work commitment, such as care for others, volunteering, etc.

Name: _____ ID: _____ Date: _____

Step 2 of 2: Consider the centre of the wheel as **0 (low satisfaction)** and the outer edge as **10 (high satisfaction)**. Score your level of satisfaction in each area by drawing a line to create a new outer edge (see example below).



Example

