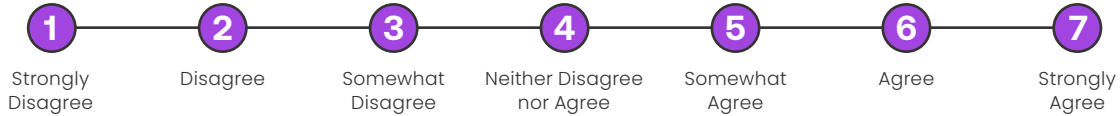


Self-Reflecting Coaching Snapshot

Think about the personal and professional conversations you have had recently, and circle the number that best represents the extent of which you do the following:

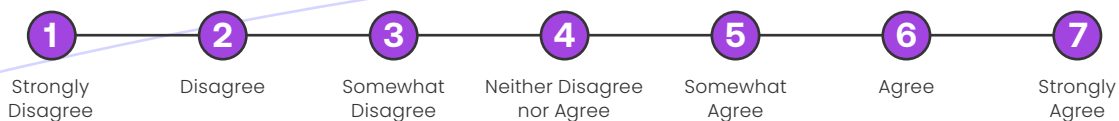


The InsideOut Approach™

- | | | | | | | | |
|------------------------------------------------------------------------------------------------|---|---|---|---|---|---|---|
| 1. I foster an environment where everyone feels they can learn and perform at a higher level. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2. I help others draw their conclusions when considering different perspectives or approaches. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3. I help others think of as many ideas or options as they can to solve a problem. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4. I actively remove barriers that prevent my team members from acting on their knowledge. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 5. I ensure team members leave our conversations feeling empowered and motivated. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Actively Listen

- | | | | | | | | |
|-----------------------------------------------------------------------------------------------------|---|---|---|---|---|---|---|
| 6. I give team members adequate time to think and express their thoughts during conversations. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 7. I listen with full attention to understand (instead of listening with the intent of responding). | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8. I demonstrate understanding by reflecting or summarizing what was said. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 9. I verbally confirm that I have correctly understood the conversation. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 10. I maintain engaging body language throughout conversations. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |



Create Focus

11. I ensure that a clear goal is set at the beginning of each conversation.	1	2	3	4	5	6	7
12. I end conversations with clear next steps and commitments.	1	2	3	4	5	6	7
13. I follow up on previous conversations and commitments made by both parties.	1	2	3	4	5	6	7
14. I provide the support needed to stay on track.	1	2	3	4	5	6	7
15. I assist others in prioritizing tasks according to our organization's business needs.	1	2	3	4	5	6	7

Take Your Coaching Conversations to the Next Level

- Identify Areas of Strength:** *Reflect on the questions where you scored between 6–7.*
 What worked? How can you continue to leverage these strengths in future conversations?
- Areas for Improvement:** *Reflect on questions with scores between 4–5.*
 What challenges did you face? Plan strategies or seek training to enhance these areas.
- Significant Challenges:** *Reflect on questions where you scored between 1–3.*
 Where did you get stuck? Identify the root causes and consider seeking targeted support or additional resources to address these critical areas.
- Plan for Next Steps:** Based on your reflection, outline what you could do differently before your next conversation to improve your effectiveness.

Are you ready to elevate your coaching conversations? Do not miss the opportunity to become more Coach-Like in every conversation. Schedule your personalized consultation with InsideOut Development today, and let us help you harness your organization's full potential.

Act now! Explore InsideOut Development for more information at www.insideoutdev.com. Improve your conversations, empower your team, and achieve extraordinary results together!