

The Working Alliance Inventory (WAI)

Adapted to coaching from Horvath & Greenberg, 1989

Goal:

4. There are doubts or a lack of understanding about what the coach and coachee are trying to accomplish. (reverse)
6. The coach and the coachee are working on mutually agreed upon goals.
10. The coach and the coachee have different ideas about what the coachee's real problems are. (reverse)
11. The coachee and the coach have established a good understanding of the changes that would be good for the coachee.

Task:

1. There is agreement about the steps taken to help improve the coachee's situation.
2. There is agreement about the usefulness of the current activity to help the coachee to improve.
8. There is agreement on what is important for the coachee to work on.
12. The coachee believes that the way they are working with his/her problem is correct.

Bond:

3. There is a mutual liking between the coach and the coachee.
5. The coachee feels confident in the coach's ability to help him/her.
7. The coachee feels that the coach appreciates him/her as a person.
9. There is mutual trust between the coach and the coachee.

Adapted for clients (by Yannick Jacob based on the adaptation for coaches specifically by [Getman, 2008](#), p.142):

1. We agree on what is important for me to work on. (G)
2. My coach and I agree about the things we will need to do in coaching to help me improve. (T)
3. We have established a good understanding of the kind of changes that would be good for me. (G)
4. My coach and I work towards mutually agreed upon goals. (G)
5. I believe the way we are working on my development is correct. (T)
6. I believe that what my coach does in coaching gives me new ways of looking at my development. (T)
7. My coach and I have different ideas on what my developmental needs are. (G) (reverse)
8. I think highly of my coach. (B)
9. I see my coach as being competent. (B)
10. My coach is confident in my ability to help myself. (B)

11. My coach and I trust one another. (B)
12. My coach does not understand what I am trying to accomplish in coaching. (T)
(reverse)

Adapted for coaches (by [Getman, 2008](#), p.143):

Bond ($\alpha = .84$)

I think highly of my clients.

I see my clients as being competent.

I am confident in my clients' ability to help themselves.

My clients and I trust one another.

*My clients do not understand what I am trying to accomplish in their coaching.**

Task-Goal ($\alpha = .83$)

We agree on what is important for my clients to work on.

My clients and I agree about the things they will need to do in coaching to help improve.

We have established a good understanding of the kind of changes that would be good for them.

My clients and I work towards mutually agreed upon goals.

I believe the way we are working on my clients' development is correct.

What my clients do in coaching gives them new ways of looking at their development.
