

# Coaching Questionnaire

Name

## INTERESTS AND VALUES

*What are your professional interests and values? What types of projects do you enjoy? Are you motivated by compensation? By increased responsibility? By a sense of mission?*

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*What are your lifestyle needs? For example, you might want a set work schedule, limited or no travel, and so on.*

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## STRENGTHS, SKILLS & GAPS

*What are your top five skills (i.e., those in which you have the most proficiency and/or those you enjoy using the most)?*

What do you believe are the top two or three skills you need to learn to grow in your job, advance to the next level, or seek a new job?

Do you think you are currently performing up to your potential? Why or why not?

## JOB SATISFACTION

What is your overall level of satisfaction with your current position?

What parts of your work would you like to **continue** doing? What would you like to **stop** doing? Think about projects/ clients that give you energy vs drain you - what are the common themes?

What **new** work activities or positions would you like to try?

## CAREER GOALS AND NEXT STEPS

*How do you define success?*

*What would you like to be doing six to 12 months from now?*

*What do you need to do to get there? For example, what types of projects would you need to work on? What type of training and experience would you need?*

*What would you like to be doing three to five years from now? What is your dream job?*

*Are there any other big-picture, personal development goals that you'd like to make your coach aware of?*

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Do you know people inside and outside your organization who are aware of your strengths and aspirations and can help you achieve your goals?