



Am I a Candidate for Executive Coaching?

While executive coaching is a valuable process for many individuals and teams, it is not for everyone.

In short, research affirms that executive coaching is effective for motivated leaders who have a commitment to their own development. Executive coaching is not an effective strategy for leaders who are unmotivated or uninterested in professional growth.

Executive coaching can be used at any time in a variety of situations, and can be engaged by an individual for their own professional growth, or by an institution to pursue organizational improvement via individuals or teams. Some natural points when coaching might be engaged include:

- At the start of a new role, within the same institution or a new one
- When preparing for new responsibilities – to which one aspires as part of a career plan or when new responsibilities are assigned
- When interested in individual, professional growth and development, ongoing or episodic
- When improvement is needed by an individual or by a work group or team
- As a response to known and identified problems or skill deficits
- To support leadership for new institutional initiatives
- When time for professional development is limited
- When a neutral, confidential sounding board is needed

Executive coaching can provide significant support and tangible positive results as leaders face known and emerging issues. Even so, executive coaching is not for everyone.

Key questions to ask when considering executive coaching:

- What brings me to think about executive coaching? What might I gain from it?
- What is my level of internal motivation for coaching? What am I willing to commit to in terms of time and effort?
- What most concerns me about executive coaching?
- How soon do I need to see the results of coaching? What constitutes “results” to me?
- What is the value of individualized, sustained professional development to me personally? How does it compare to attending a conference or professional meeting? To professional reading?
- What is the value of focusing on specific areas of growth and improvement, tailored to me, my goals, and my institutional context?
- What is the cost of ongoing challenges or problems that I face or that face the institution?
- What are the time, morale, progress, retention, and financial costs of ongoing challenges or problems? What is the value, individually and institutionally, of solving those problems?
- What else do I need to know about coaching to determine if it’s a good match with my goals and motivation?

If you believe that you are a good candidate for executive coaching, we would love to talk with you!