

## CoachingWise Self-Assessment Questionnaire (SAQ)

For each item, circle one rating under the **Behavior Frequency** column that accurately reflects organizational behavior. Your responses to this SAQ together with a **Statement of Commitment** will provide the foundation for determining your CoachingWise level.

**NOTE:** CoachingWise is a continuous improvement Model and is designed to encourage organizations to 'start somewhere and go everywhere' when building a coaching culture.

Behaviours	Frequency				
	<i>This is a work-in-progress</i>	<i>We do this sometimes</i>	<i>We do this well most of the time</i>	<i>We do this well all the time</i>	<i>We are best practice leaders</i>
1 We are learning to value feedback as a powerful learning tool.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
2 We host different kinds of conversations that are respectful and courageous to improve trust within our working relationships.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
3 We have determined the value of coaching from a leadership and development perspective to achieve results for the business/organization and its people.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
4 We are making the most of our talent and diversity to influence and contribute to a happy culture at work.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
5 We have a high trust culture where individuals take responsibility for delivering on their commitments, dealing with conflict, and self-care	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
6 We seek diverse views and feedback from peers, our manager and direct reports as part of our individual commitment to learn and grow.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
7 We have researched examples of coaching culture best practice and are working towards introducing effective processes and practices to achieve tangible business results, improve leadership skills, and enhance performance as an individual or as a team.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
8 We value open and curious conversations and collaborative solutions; how we decide is as important as what we decide.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
9 We confidently pursue new ideas and alternative solutions with greater resilience as a result of creative and thought-provoking coaching conversations in the face of growing complexity and uncertainty.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
Add all behaviour frequencies in Questions 1 – 9 and write the number in the box					

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## CoachingWise Statement of Commitment

Organization Name [Click here to enter text.](#)  
enter text.

CoachingWise Sponsor [Click here to](#)  
enter text.

Date [Click here to enter text.](#)

Contact details [Click here to enter text.](#)

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1. Please describe the scope of your organizations current coaching initiative and your commitment to being CoachingWise.

Sample text (500 words or less)

2. Please identify the CoachingWise level that best describes your organization and why.  
Sample text (500 words or less)

3. Please describe how you see CoachingWise contributing to your organization's success toward building and sustaining a coaching culture.

Sample text (500 words or less)

Please send your completed **SAQ** together with this **Statement of Commitment** to:  
[CoachingWise@icfvancouver.ca](mailto:CoachingWise@icfvancouver.ca)