

Performance Coaching Self-Assessment.

There are 2 sections to this.

This is self-evaluation, not a psychometric test. Answer as honestly as you can and then reflect with the coach on what questions your answers have raised. Score 5 if you totally agree and 1 if this least like you.

Please print out these questionnaires and bring with you to your session.

| | Question | 5 | 4 | 3 | 2 | 1 |
|----|--|---|---|---|---|---|
| 1 | I am doing what I dreamt of doing whilst at school | | | | | |
| 2 | I find my profession fulfilling | | | | | |
| 3 | I like using my skills but dislike the paperwork | | | | | |
| 4 | I manage my time well | | | | | |
| 5 | I have a clear strategy for the development of my career | | | | | |
| 6 | I am a good communicator at work | | | | | |
| 7 | I like organizing others | | | | | |
| 8 | I manage my time well but others working with me do not | | | | | |
| 9 | Others manage their time well at work but I don't at times | | | | | |
| 10 | People value me for my knowledge | | | | | |
| 11 | People value me for my wisdom | | | | | |
| 12 | People value me for my insights | | | | | |
| 13 | People value me for my practical skills | | | | | |
| 14 | I compare well with my fellow professionals | | | | | |
| 15 | I am a naturally curious person | | | | | |
| 16 | I love to learn new things about my work | | | | | |
| 17 | I love to learn new things about personal interests | | | | | |
| 18 | I like routine | | | | | |
| 19 | Routine challenges me | | | | | |
| 20 | I always did well at school | | | | | |
| 21 | I did well in many subjects at school | | | | | |
| 22 | I loathed some subjects at school | | | | | |
| 23 | I like to use critical thinking skills | | | | | |
| 24 | I like to use lateral thinking | | | | | |

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|----|--|--|--|--|--|--|
| 25 | I know my personal strengths | | | | | |
| 26 | I know my skills | | | | | |
| 27 | I like other people | | | | | |
| 28 | I like myself | | | | | |
| 29 | My career has surprised me | | | | | |
| 30 | I have a good work life balance | | | | | |
| 31 | My work does not impinge on people at home | | | | | |
| 32 | I loathe parties | | | | | |
| 33 | I am a party animal | | | | | |
| 34 | I like small social gatherings | | | | | |
| 35 | I prefer my own company | | | | | |
| 36 | I thought my career would have been more rewarding | | | | | |
| 37 | I like the money I earn | | | | | |
| 38 | I deserve the money I earn | | | | | |
| 39 | I don't mind the hours I work | | | | | |
| 40 | I resent the hours I work | | | | | |
| 41 | I like my lifestyle | | | | | |
| 42 | I thought life would be different by now | | | | | |
| 43 | I feel stuck | | | | | |
| 44 | Sometimes I feel overwhelmed at work | | | | | |
| 45 | Sometimes days just rush by | | | | | |
| 46 | I can lose all sense of time when working | | | | | |
| 47 | Sometimes I want to change my job | | | | | |
| 48 | I'm OK at my job and with support I could be really good | | | | | |
| 49 | Sometimes my job follows me home | | | | | |
| 50 | I like to tell people what I do | | | | | |
| 51 | I like the challenges my job brings | | | | | |
| 52 | I like my patients | | | | | |
| 53 | My patients like me | | | | | |
| 54 | I have very high standards of professionalism | | | | | |
| 55 | I wish others shared my standards | | | | | |
| 56 | There are too many regulations to worry about in my job | | | | | |
| 57 | I prefer to be outdoors | | | | | |
| 58 | I like outdoor games | | | | | |
| 59 | I'm a team supporter | | | | | |
| 60 | I like to switch off with solitary pursuits | | | | | |
| 61 | I enjoy my sleep | | | | | |

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|----|---|--|--|--|--|--|
| 62 | Sleep is sometimes a challenge | | | | | |
| 63 | I value my integrity | | | | | |
| 64 | I value my individuality | | | | | |
| 65 | People recognize my honesty | | | | | |
| 66 | I think I am generous | | | | | |
| 67 | People say I am kind | | | | | |
| 68 | I dislike injustice | | | | | |
| 69 | I am a good leader | | | | | |
| 70 | My strengths are recognized at work | | | | | |
| 71 | I wonder how life would be had I chosen another career | | | | | |
| 72 | I'm bit of a square peg in a round hole | | | | | |
| 73 | I feel like a round peg in a round hole | | | | | |
| 74 | I wonder if another branch of medicine/dentistry would have suited me more | | | | | |
| 75 | I'd love the chance to explore other branches of medicine/dentistry | | | | | |
| 76 | Sometimes people just don't get me | | | | | |
| 77 | I sometimes wish I was nearer being able to retire | | | | | |
| 78 | My greatest strength is self-control | | | | | |
| 79 | Modesty is a virtue | | | | | |
| 80 | I see myself as a leader | | | | | |
| 81 | Great music inspires me | | | | | |
| 82 | Great art inspires me | | | | | |
| 83 | Nature inspires me | | | | | |
| 84 | Other people inspire me | | | | | |
| 85 | I set clear goals for myself | | | | | |
| 86 | I feel optimistic | | | | | |
| 87 | My life has purpose | | | | | |
| 88 | You should let bygones be bygones | | | | | |
| 89 | I have a strong sense of humour | | | | | |
| 90 | I enjoy swapping funny stories about work | | | | | |
| 91 | I create variety in my life | | | | | |
| 92 | My enthusiasm for my profession is stronger now than ever | | | | | |
| 93 | When it comes to work I am not sure I am doing what I am supposed to be doing | | | | | |
| 94 | I would prefer to live elsewhere | | | | | |
| 95 | My colleagues think highly of me | | | | | |

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|-----|---|--|--|--|--|--|
| 96 | I enjoyed University | | | | | |
| 97 | I'm still in touch with University colleagues | | | | | |
| 98 | Overall I am content with my career so far | | | | | |
| 99 | I wish I earned more money | | | | | |
| 100 | My annual appraisal went well | | | | | |
| 101 | I have a sense of achievement | | | | | |
| 102 | I'm OK but some extra support would be good | | | | | |
| 103 | People think I am OK but I really need support | | | | | |
| 104 | I have been told I need support | | | | | |
| 105 | I would like to mentor others | | | | | |
| 106 | I am satisfied with the way I perform at work | | | | | |
| 107 | I like problem solving at work | | | | | |
| 108 | I like the recognition I get for my abilities at work | | | | | |
| 109 | If I made a major career change my partner would support me | | | | | |
| 110 | If I made a major career change a friend would support me | | | | | |
| 111 | I am a risk taker | | | | | |
| 112 | My home life is difficult at the moment | | | | | |
| 113 | My work relationships seem dysfunctional | | | | | |
| 114 | I seem to get too many patient complaints | | | | | |
| 115 | I am struggling to keep up with new methods | | | | | |
| 116 | My health is not too good at the moment | | | | | |
| 117 | I need a change | | | | | |
| 118 | I need to do something now | | | | | |

Competencies Self Assessment

Please be truthful. This is to help when working with the coach and remains confidential.

Please rate in box to left of description, rating between 1 (v. poor) to 5 (excellent)

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|--|--------------------------|--|-----------------------|--|--------------------|
| | Risk taking | | Judgement | | Intelligence |
| | Leading edge | | Strategic skills | | Analytical skills |
| | Education | | Pragmatism | | Creativity |
| | Experience | | Track Record | | Conceptual ability |
| | Organisation/planning | | Resourcefulness | | Integrity |
| | Self-awareness | | Excellence/standards | | Assertiveness |
| | Communications (oral) | | Independence | | Inspiring others |
| | Communications (written) | | Stress management | | Energy |
| | First impressions of you | | Adaptability | | Passion |
| | Customer Focus | | Likeability | | Ambition |
| | Political savvy | | Listening skills | | Tenacity |
| | Selecting employees | | Redeploying employees | | |
| | Coaching/training | | Negotiation skills | | |
| | Goal setting | | Persuasiveness | | |
| | Empowering others | | Change leadership | | |
| | Performance management | | Inclusion (diversity) | | |
| | Running Meetings | | Conflict management | | |
| | Meeting my own needs | | Credible vision | | |
| | | | Balance in life | | |
| | Total score | | Total score | | |