

Coach Questionnaire

Name: _____ Date: _____

This questionnaire assesses coaching goals, strategies, and progress while promoting a supportive and productive coaching relationship in healthcare settings.

This questionnaire is designed to support meaningful dialogue and continuous improvement within a confidential coaching relationship. This is **NOT** a clinical assessment, diagnostic tool, or performance evaluation for disciplinary purposes.

Section 1: Coaching agreement and goal setting

I. What is the primary focus of this coaching session?

II. What specific goal(s) do you hope to achieve through this coaching?

III. What does success look like for you in this context?

IV. How will we know if this goal has been achieved?

V. How would you rate the clarity of your goals?

1
Not clear at all

2
Slightly clear

3
Moderately clear

4
Very clear

5
Completely clear

Section 2: Current situation & challenges

I. What is your current professional or clinical situation?

II. What obstacles are currently impacting your progress?

III. What support or resources do you feel are missing?

Section 3: Coaching style & methods

I. Which coaching approaches have been most helpful to you so far?

- ☐ Solution-focused
- ☐ Motivational interviewing
- ☐ Cognitive-behavioral coaching
- ☐ Reflective practice
- ☐ Others please specify:

II. How effective do you find the current coaching style?

- ☐ Not effective
- ☐ Slightly effective
- ☐ Moderately effective
- ☐ Very effective
- ☐ Extremely effective

III. What would you suggest to improve coaching methods?

Section 4: Communication & relationship building

I. How would you describe communication with your coach?

II. How comfortable do you feel discussing difficult topics?

- ☐ Not comfortable
- ☐ Somewhat comfortable
- ☐ Comfortable
- ☐ Very comfortable
- ☐ Extremely comfortable

III. How is trust built or maintained in this coaching relationship?

IV. Are communication styles adapted to your preferences?

- ☐ Yes
- ☐ No
- ☐ Sometimes
- ☐ Optional comments:

Section 5: Performance evaluation & feedback

I. How is your progress typically assessed?

II. How frequently do you receive feedback?

- ☐ After each session
- ☐ Weekly
- ☐ Monthly
- ☐ Other:

III. What metrics or indicators matter most in your progress?

IV. How would you rate the usefulness of the feedback?

- ☐ Not useful
- ☐ Somewhat useful
- ☐ Useful
- ☐ Very useful
- ☐ Essential

Section 6: Personal & professional development

I. What are your top three development goals right now?

II. What motivates you to pursue these goals?

III. How do you prioritize development in your current role?

Section 7: Open feedback & final thoughts

I. On a scale of 1 to 5, how satisfied are you with your coaching experience?

1	2	3	4	5
Not satisfied	Slightly satisfied	Neutral	Satisfied	Very satisfied

II. What improvements or changes would you recommend?

Section 8: Confidentiality & inclusivity

- ☐ I understand that my responses are confidential and will only be used to improve coaching services.
- ☐ I feel that this questionnaire is inclusive and sensitive to my background and identity.

Additional notes