

EXAMPLE OF COACHEE-INITIATED EVALUATION GRID

During the Options phase of the coaching conversation, it is important that the coachee selects one of the options in order to start to construct an action plan. In some coaching situations, this may be straightforward, with the coachee feeling quite confident about the option she wants to pursue. In others, it may be sufficient to ask ‘which option is most appealing to you?’ There are also times when the selection of options requires more discussion.

Once the coachee has generated all her options, it is sometimes helpful for her to evaluate these using a grid (example below). The coachee should list all of her options in the left-hand column. In the example below, the options relate to ways in which the coachee can manage her workload better. Once the options have been listed, the coachee is asked to think about how she would like to evaluate them. In other words, what is important for her? These are then captured along the top of the grid. The coachee then goes through each, giving scores between 1 and 10 (1 being ‘very poor’ or ‘very negative impact’ and 10 being ‘excellent’ or ‘very positive impact’).

Once the scores have been added up, the coachee has an opportunity to decide whether she will use these numbers to help her make a decision.

	Steady financial income	Work is enjoyable	Time for family	Comfortable retirement	Scores
Move from full-time to part-time	1	9	9	1	12
Work from home two days a week	5	7	7	5	24
Delegate more work to team members	5	9	9	5	28
Use Saturdays to catch up on work	5	2	1	5	13
Look for another job	1	7	5	7	20
