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Executive Coaching, Leadership Development, IT Consulting

Creating Leadership Connections

What are some questions you should ask a potential coach?

1. Are they certified?
 - There are some great coaches out there who aren't certified, but some people prefer a coach that is certified.
 - Ask how many hours of training and coaching that they have completed.
2. What is their focus area of coaching?
 - There are some general types of coaches, but most have specific niches.
 - Does it match what you need?
3. Can they share testimonials from other clients with you?
 - These testimonials may be on their website and you can read them there
 - Do they talk about the types of results that they got in the coaching process?
4. How much do they charge?
 - Is it a flat rate per month or by the hour?
 - How often will you meet and can you connect in between sessions if needed?
 - How long with the coaching engagement last? (most are between 3-6 months)
5. What is their process for coaching?
 - The Client should always drive the agenda and be doing most of the talking during a coaching session.
 - You should be asked what your goals are that you want to accomplish
 - They should check in with you regularly to see if you are happy with the direction that the conversation is going.
 - They should challenge your beliefs, values, thinking, etc. Many people don't recognize that their blind spots, limiting beliefs, blocks or current way of thinking are what is holding them back. Coaches can be objective to reflect these observations back to you as they are identified.
6. Do they have their own coach?
 - You want a coach who is continuing to develop themselves.
7. Do you feel that you have a connection with the coach?
 - Does it seem like you will be able to have a good relationship with the coach and that they will focus on your goals?
 - Look at their website and see if you connect with the things that they say
 - Look at their LinkedIn profile to see if it lines up with what they say.