

QUESTIONS TO ASK BEFORE HIRING AN *Exec Coach*

Hiring an Executive Coach is no different than hiring an executive for your team - you want to be confident of their track record, understand their measures of success, and ensure your values are aligned.

Here are questions you should be using to ensure you pick the best coach for you,

What are your background and credentials for coaching?

Ensuring the validity of their certification from a respected institution like the International Coaches Federation (ICF) is essential. This ensures they have the required expertise. Also, ask about their practical experience in your particular situation, including your role, position within the organizational structure, and industry.

What happens in a typical coaching session?

Knowing the flow of the coaching session is important. A great coach will let you take the lead on what you want to talk about, but they'll always keep the big goals in sight. They'll chat with you about what you've been up to, what you've learned, any wins or roadblocks, and what you want to dive into during each session. And when it's all said and done, they'll have you think about what you've learned and set some action plans.

Is what I say confidential?

Trust is key in coaching. And confidentiality is part of the coach's code of ethics. Make sure your coach talks about how they'll keep things private, especially if folks from your workplace are in the mix (like your boss or HR). They should chat with you about sharing info and get your okay before sharing anything.

How do you measure outcomes in a coaching engagement?

To pick the right executive coach, ask about how they measure success. The best results are positive changes in skills, behaviors, and their effect on your relationships and influence at work. And don't forget, it's not just your opinion that matters; key players at your workplace should also see the impact.

How long will the engagement last?

When picking a coach, leaders should know how long they'll be in it. Some coaches are quick, like tactical advisors, while others go long-term for years. Also, how a coach ends things gives a hint about their style and what they're thinking for the next gig.

Why did you become a coach?

Find out their backstory. Team up with someone you want to spend time with. Don't just pick a coach because they fit your budget. You'll be spilling personal stuff, so it's crucial to trust they'll keep it under wraps and create a safe space. Trust your instincts, because the right coach will really make a difference in your life.