

# Are You Coachable?



Unfortunately, real change is more often spurred by desperation than inspiration. It doesn't have to be that way for you!

## 5 Distinct Character Traits of Coachable People

1. **Humility.** Humility teaches us that we don't know everything there is to know and that there are things we need to do that we cannot do on our own. Humility requires a change of heart rather than a change of mind.
2. **Action Bias.** Be willing to get busy and try new things.
3. **Purity of Purpose.** Be hungry for wisdom just for wisdom's sake. Selfish motivation does not yield lasting results.
4. **Willingness to Surrender Control.** Change is a journey into the unknown. Results come after you have given up control.
5. **Faith.** Life is lived forward and only understood backward. The benefits of change are often only obvious after the change has occurred. An alcoholic only truly understands the benefits of sobriety when he becomes sober. Only hindsight is 20/20.

## A 6-Point Check on Your Coachability

\_\_\_ 1. **I usually allow my manager and others to complete their sentences before responding.** (If you don't, it's not a good sign.)

\_\_\_ 2. **When I'm given feedback/criticism, I think about it for a few moments before responding rather than immediately defending a position or action.** (If you don't, you're likely not giving it real consideration.)

\_\_\_ 3. **When I'm given feedback/criticism, I ask questions about it in order to try to better understand it.** (A good sign.)

\_\_\_ 4. **I feel my work's purpose is to serve my external and internal customers.** ("You're gonna have to serve somebody." -Bob Dylan)

\_\_\_ 5. **Over the last year, I've changed/revised my position/approach to something because of the advice of another individual.** (Is it reasonable to go through an entire year without revising a position/approach to something and still feel you're open to development?)

\_\_\_ 6. **My manager invests time in my professional development.** (If s/he doesn't, it might be because of a perception that you're not interested in your professional development and over time...you've been labeled uncoachable...scary.)

No cute rating scale here. These questions are simply meant to raise personal awareness (when answered objectively and truthfully).

