A quick look at the current context

01 / Team and work context

About 3-5 minutes. Select all that fit. Use only what you already know; skip anything unclear. There are no right answers or required responses.

01. Which leadership roles are you considering coaching for?

- ☐ New team managers
- ☐ Established managers
- ☐ Department heads
- ☐ Several roles under consideration
- ☐ Other: _____

02. What brings coaching to mind now?

- ☐ A promotion or role transition
- ☐ Team or organizational change
- ☐ Ongoing leadership development
- ☐ Support with dialogue or collaboration
- ☐ Other: _____

03. Which situations are familiar for the team lately?

- ☐ Heavy workload and competing priorities
- ☐ Adjusting responsibilities or work allocation
- ☐ Frequent cross-functional collaboration
- ☐ Changes in team membership or ways of working
- ☐ Supporting growth without a specific difficulty
- ☐ Other: _____

Optional notes to support a conversation together.

Strengths to keep and changes to hope for

02 / Strengths and expectations

About 3-5 minutes. Select all that fit. Use only what you already know; skip anything unclear. There are no right answers or required responses.

04. What is already working and worth keeping?

- ☐ A strong sense of responsibility
- ☐ Professional expertise
- ☐ Care and support for team members
- ☐ Strengths in communication or collaboration
- ☐ Other: _____

05. Where would you like coaching to help?

- ☐ Priorities and organizing work
- ☐ Delegation and responsibilities
- ☐ Feedback and difficult conversations
- ☐ Supporting team member growth
- ☐ Leader energy and sustainable working
- ☐ Working with senior leaders or other departments
- ☐ Other: _____

06. What would you be pleased to see over time?

- ☐ Clearer priorities
- ☐ More comfortable sharing of perspectives
- ☐ Smoother work allocation and collaboration
- ☐ More opportunities for team judgment
- ☐ A leader who feels less depleted
- ☐ Other: _____

Optional notes to support a conversation together.

Topics to explore in the first conversation

03 / Early plans and questions

About 3-5 minutes. Select all that fit. Use only what you already know; skip anything unclear. There are no right answers or required responses.

07. Where are you in considering coaching?

- ☐ Gathering information
- ☐ Considering a small pilot
- ☐ Considering several leaders
- ☐ Adding coaching to existing development
- ☐ Other: _____

08. Do you have a preferred starting point?

- ☐ In the near future
- ☐ Within one to three months
- ☐ Next quarter or later
- ☐ Would like to explore timing together
- ☐ Other: _____

09. What would you most like to discuss first?

- ☐ Whether coaching fits our situation
- ☐ How the sessions work
- ☐ Timing, duration and fees
- ☐ HR involvement and progress updates
- ☐ Ways to start small
- ☐ Other: _____

Optional notes to support a conversation together.