**The Coachable Leader**

Scale: Very Willing (5), Willing (4) Somewhat Willing (3), Not Sure (2), Not Willing (1)

How willing are you to commit to….

|  |  |
| --- | --- |
| **COURAGE** | Score |
| 1. Honestly look at what behaviors you would benefit from stopping, starting, or changing? |  |
| 2. Communicate to others what you are working on to improve as a leader? |  |
| 3. Ask others for personal feedback/suggestions regarding your own behavior? |  |
| 4. Avoid procrastination or waiting for a better time to try out new behaviors? |  |
| **HUMILITY** | Score |
| 5. Ask others to “help you” while working on your personal growth as a leader? |  |
| 6. Truly “listen” to feedback and suggestions about your leadership? |  |
| 7. Show genuine appreciation for feedback/suggestions on your leadership by saying “*Thank You*” |  |
| 8. Keep your “ego” from getting in the way as you work to improve your leadership skills. |  |
| **DISCIPLINE** | Score |
| 9. Stick to a monthly routine of following up with others you asked to support you as you develop new behaviors? |  |
| 10. Refrain from any defensive reactions when others point out what have not done well or what you could do better (i.e., making excuses, getting angry, disagreeing)? |  |
| 11. Spend the needed time to change a behavior even if it is not comfortable for you? |  |
| 12. Spend a few minutes every day reviewing a checklist of actions you are implementing from your plan to improve? |  |

*If a leader scores a 3 or below on any question, it may be useful to have them read one of Marshall’s articles on the following page*

**COURAGE**

1. Read the List of 20 Unrecognizable Habit from Marshall’s best-selling book: “What Got You Here Won’t Get You There” & The Behaviors that Keep Women Stuck from his book with Sally Helgeson titled: “How Women Rise.” Think about these habits and what the opposite of them look like while asking yourself the question: *Is there anything here I should work on to improve as a leader*?

2. Read Marshall’s FastCompany article: “Leave it in the Stream.” After reading ask yourself: *If I focused more on the future (and feedforward) would it be easier to ASK & LISTEN?*

3. Read Marshall’s article from BusinessWeek.com: “Demonstrating the Entrepreneurial Spirit.” After reading ask yourself this question: *How many of the eight suggestions would help you be more entrepreneurial about your own development as a leader?*

4. Read Marshall’s article from FastCompany: “To Help Others Start with Yourself.” After reading ask yourself this question: *If this is good for Michael Dell and Steve Sanger, why not for me?*

**HUMILITY**

5. Read Marshall’s FastCompany Article: “How to Learn the Truth About Yourself.” After reading ask yourself: *Whom should I be asking for help about my personal behavior*?

6. Read Marshall’s FastCompany article: “Avoiding the Superstition Trap.” After reading ask yourself the question: *Am I a lot like Harry*?

7. Read the Wall Street Journal article: “Thank You, No Thank You.” After reading ask yourself the question: *Where can I try out some gratitude and reflect what it does to ME?*

8. Read the one page from Benjamin Franklin’s autobiography: “Ben Franklin Quote.” After reading ask yourself: *Will I be more like the “new Ben” or am I going to stay more like the “old Ben?*”

**DISCIPLINE**

9. Read Marshall’s FastCompany article: “Becoming a Soft Side Accountant.” After reading ask yourself: *How can implement what Marshall did with his children as it relates to my leadership*?

10. Read Marshall’s Huffington Post article: “Who Are You, Really?” After reading ask yourself: *Am I holding onto my defensiveness because I think if I change it just won’t be me*?

11. Read Marshall’s FastCompany article: “Don’t Just Check the Box.” After reading ask yourself: *Am I willing to do all it takes to improve, or simply get off to a good start and then quit*?

12. Read Marshall’s article from Talent Management Magazine: “Questions that Make a Difference Every Day.” After reading ask yourself the question: *Who is my friend?*

These articles can be found in the Free Resources at Marshall Goldsmith’s website [www.marshallgoldsmith.com](http://www.marshallgoldsmith.com/), except #1 List of Unrecognizable Habits and #8. Ben Franklin quote. Both are available in the Resource section of the website.