

CONFLICT MANAGEMENT COACHING READINESS INDEX

Conflict management coaching is a specialized process aimed at helping individuals enhance the ways they manage and engage in conflict. Coaching requires a commitment of time and energy, and before beginning, it helps to check your level of readiness. This index may be used for doing so.

Please circle the number which comes closest to representing how true the 10 statements are for you at this time. Then, you may score yourself using the key at the bottom of the page. There is no right or wrong to the results.

LESS TRUE	MORE TRUE	STATEMENT
1 2 3 4 5		I have the strong intention of making my best efforts to gain more effective ways for engaging in conflict.
1 2 3 4 5		I am eager to increase my self-awareness and examine ways to change self-defeating behaviors that limit my ability to manage conflict more effectively.
1 2 3 4 5		I believe in my potential to be more effective regarding the way I react to and engage in conflict and am ready and willing to change things that do not serve others or me well.
1 2 3 4 5		I am open to considering how I contribute to conflict.
1 2 3 4 5		I am committed to being open and honest with the coach.
1 2 3 4 5		I am willing to do work during and between coaching sessions and be accountable for reaching my goals.
1 2 3 4 5		I am prepared to make the time and commitment to develop and take action steps to reach my goals.
1 2 3 4 5		I understand that I am expected to do my own decision making and that the coach's role is to provide the framework, process and support to facilitate my progress.
1 2 3 4 5		I understand that another of the coach's roles in supporting me is to provide observations. I welcome this type of input and will let the coach know how I best receive feedback.
1 2 3 4 5		If I am not getting what I need or expect from the coach or the process, I am willing to share this with the coach as soon as I experience any related dissatisfaction or concerns.

= TOTAL SCORE (Please add up the numbers chosen in each column and then, total them. The scoring key is below.)

SCORING KEY

- 10-20 I am not ready for conflict management coaching right now.
- 21-30 I am ready for coaching, although I have some reservations or things that may hold me up.
- 31-40 I am ready for coaching and along with my coaching goals, will work on areas in this Index that indicate any lack of readiness.
- 41-50 I am very ready for coaching and along with my coaching goals, will work on the areas in this Index that indicate any lack of readiness.