

# The 10 Key Questions You *Must* Ask a Prospective Executive Coach

## (+ Two You Should Ask Yourself)

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How do you know if you are getting a good coach? In a largely unregulated environment, where no license is required, the best place to look is often the most widely recognized and respected professional organization. In the case of executive coaching, the International Coach Federation definitely fits the bill. The largest, oldest, and most widely respected globally, the ICF has over 25,000 members, in 126 countries. It requires extensive training, supervision, and a robust list of demonstrated competencies, as well as adherence to well-defined, ethical standards of their credentialed members.

When considering hiring a coach the ICF recommends asking them the following questions:

- 1) What is your coaching experience? (Number of individuals coached, years of experience, types of coaching situations, etc.)
- 2) What is your coach-specific training? (Enrolled in an ICF approved training program, other coach-specific training, etc.)
- 3) What is your coaching specialty, or what are the areas in which you most often work?
- 4) What types of businesses do you work with most often, and at what levels? (Executives, upper management, middle management, etc.)
- 5) What is your philosophy about coaching?
- 6) What types of assessments are you certified to deliver? (You may also want to ask which they tend to use most often and why.)

7) What are some of your coaching success stories? (Specific examples of individuals who have succeeded as a result of coaching.)

8) Are you a member of ICF? Do you hold an ICF Credential?

These questions should give you a good start. In addition, I would suggest that you also ask:

9) What is your process? (What does a typical coaching engagement look like?)

10) Have you coached clients who are in similar situations to mine? If so, could you tell me a little about that?

Finally, ask *yourself* these questions before you make a decision:

- Can I see myself working effectively with this person? (Will they challenge me? Make it safe for me to share my weaknesses? Help me step-up my game and reach my goals?)
- Is this person asking good questions? Listening carefully? (Will they expand my perspective?)

If you are pleased with the outcomes of all of these questions, it is likely that this guide will serve you well in selecting an executive coach. A skilled, qualified, and effective coach will help you improve your performance, productivity, and accelerate the process of reaching your career and leadership development goals.

Good luck to you!

(Let us know if we can help.)