RedRock Personal Coaching Evaluator™

0 ← → 10
Never — Sometimes — Always

Personal Awareness – recognizes influence on others	
____	Is secure and doesn't use awkward humor, sadness, or anger to cover up insecurities.
____	Trusts the process and is confident around difficult to manage people and / or tasks.
Integrity – intentions match actions	
____	Takes personal responsibility when making mistakes.
____	Is transparent and doesn't bend the truth when under pressure.
Internal Motivation – does the right things for the right reasons	
____	Thinks of the team before himself or herself.
____	Is focused on doing the right things for the right reasons, as opposed to constantly avoiding punishment or seeking recognition.
Total Score	
____	Enter the total of all three areas.

Score:	**Action:**
0 - 30 Below Average	Personal coaching will help establish a foundation for success.
31 - 48 Average	Personal coaching will help improve personal performance.
49 - 60 Above Average	Personal coaching isn't necessary, but it certainly will not hurt.

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RedRock Skills Coaching Evaluator™

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Never — Sometimes — Always

Empathy – recognizes and responds well to the emotions of others	
____	Co-workers and clients see him or her as a reliable "go-to" person.
____	Relates well to management, co-workers, and clients.
Social Skills – builds positive relationships	
____	Makes others feel comfortable with their verbal and non-verbal communication.
____	Is more assertive than aggressive, passive, or passive aggressive.
Total Score	
____	Enter the total of both areas.

Score:	**Action:**
0 - 20 Below Average	Skills coaching will help establish a foundation for success.
21 - 32 Average	Skills coaching will help improve day-to-day performance.
33 - 40 Above Average	Skills coaching isn't necessary, but it certainly will not hurt.

RedRock Performance Coaching Evaluator™

0 ← → 10
Never — Sometimes — Always

Vision - the passion pursued	
____	Understands and supports the vision of the organization.
____	Is effective at communicating the organization's vision.
Goals - the underlying support to the organization's vision	
____	Sets goals that support the organization's vision.
____	Achieves goals that support the organization's vision.
Strategy - the underlying support to the organization's goals	
____	Creates and supports the systems and processes that support the organization's goals.
____	Complies with the organization's systems and processes.
Action Steps - underlying support to the organization's strategies	
____	Takes ownership of actions and consistently supports the organization's strategies.
____	Supports efforts of continuous improvement within the organization.
Accountability - underlying support to personal action steps	
____	Assumes personal responsibility to make the organization better.
____	Consistently completes tasks and projects on time.
Total Score	
____	Enter the total of all five areas.

Score:	**Action:**
0 - 50 Below Average	Performance coaching will help establish a foundation for success.
51 - 80 Average	Performance coaching will help improve strategic performance.
81 - 100 Above Average	Performance coaching isn't necessary, but it certainly will not hurt.

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