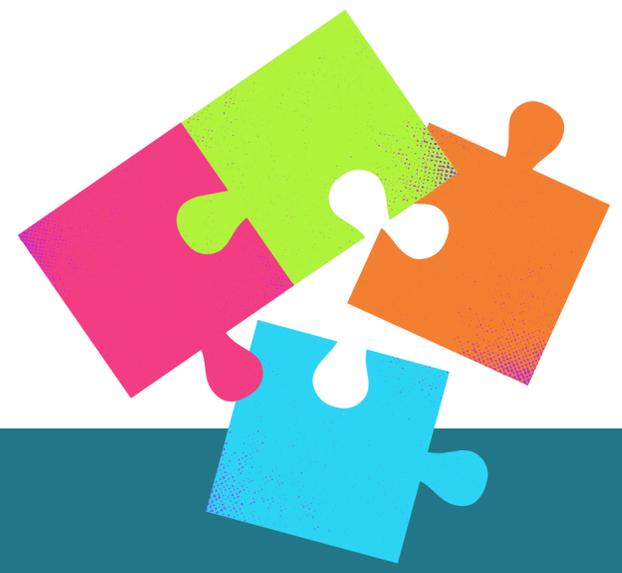


What to Consider Before Hiring an Executive Coach



FOUNDATION

What type of accreditation, degrees, certification does the coach have. What are the building blocks and foundations of those courses. Does the coach participate in continuing education/development courses and what kind. Does the coach use any other foundations in their coaching (ex. from psychology, sociology, other social sciences). What standards and ethics does the coach adhere to. What general approach per se does the coach use in sessions. What areas does the coaching cover (ex. business, life, spiritual, body, etc.) How do they see the difference between coaching and other professions (ex. mentoring, counseling, therapy, etc.)

EXPERIENCE

How long has the coach been in business. Do they coach for pay or in a volunteer capacity. What kind of clients have they served. Who would be their preferred client. Do they have references.

AFFILIATIONS

Is the coach affiliated with any body of professional oversight/education for the coaching industry. Do they have their own coach or mentor.

METHODS

What methods does the coach include, for example assessments part of the program. If assessments will be included, what are those assessments, what are they based on, and who has access to the completed version. Where does the coaching take place: online, in person, outdoors. How are outcomes measured and evaluated. Who else is part of the coaching goal-setting process. What kind of process does the coach use for the contract and billing.





BUSINESS/INDUSTRY EXPERIENCE

What business and industry experience does the coach have. What kinds of business activities/challenges does the coach have experience in. To what level of business does the coach's experience fit your needs (ex. team leader, department/program manager, global leader, C-Suite, company owner, etc.)

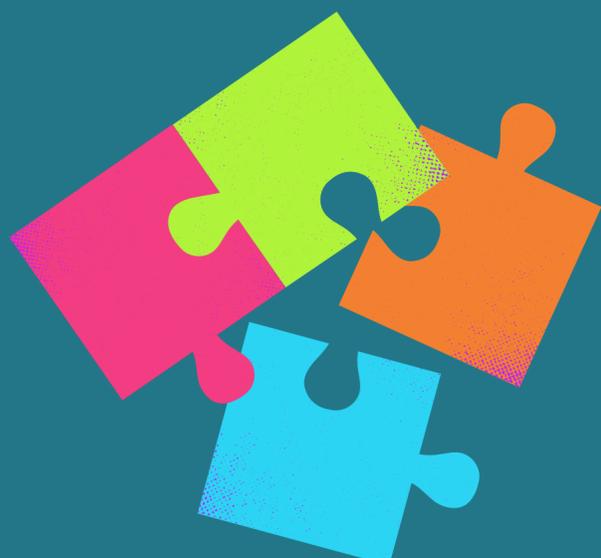
CHEMISTRY

Does the coach offer an introductory call at no cost. After the introductory call, have you developed a feeling of rapport and general trust. Are you left with the feeling, the coach "fits" to me and "understands" me. Do you feel the coach is there for your needs, or do they bring their own needs into the conversation. Who does the coach answer to - you or your superior.



COSTS AND OBLIGATIONS

What costs can you expect. What would you be obligating yourself to in terms of money, time, and energy.



PERSONAL APPROACH

What is the coach's personal approach to life itself, to relationship, to decision-making, to problem-solving.