

The Coachability Quotient ® Test

Factsheet

What is “Coachability” and What is The Coachability Quotient ®?

Coachability is the extent to which an individual is coachable – that is, how much an individual will benefit from a non-directive coaching approach to development. The Coachability Quotient ® is a measure of how coachable an individual is – the higher the score, the higher the degree of coachability.

How was The Coachability Quotient ® Test Developed?

The Coachability Quotient ® and the associate test were developed by LTT Analytics Director Ben Dobbs - a leadership trainer and executive coach with years of experience in the field working with major companies and organisations internationally on intensive training, coaching and development courses and programmes (in the UK, Saudi Arabia, the UAE, Oman, Qatar, Kuwait, Bahrain, Sri Lanka, Switzerland, Italy, Poland, Macedonia, Russia and China).

From thousands of hours of coaching, Ben noticed a range of behaviours and mindsets that contributed to a successful coaching relationship and coaching outcomes - these 15 factors all occurred in different measures with different individuals but all served to make a person "coachable". This is the basis of the Coaching Quotient ® Test and what we seek to measure based on the simple premise that the higher the score, the more likely it is that coaching will be the right form of development for an individual.

The Uses of The Coachability Quotient ® Test:

The test, if answered honestly and openly, determines if coaching is the right form of development for an individual; from the results of the test, it can be determined if:

- It is possible to coach the staff member and if coaching should actually take place
- The staff member will benefit from coaching
- An alternative form of development is needed
- A different style of leadership is needed (i.e. the team member needs something more directive)
- Some special provisions in a coaching contact are required

What are 15 Dimensions of The Coachability Quotient ® Test?

The 15 dimensions are:

1. Openness to the process
2. Reflective capacity and authenticity
3. Truthfulness
4. Goal setting
5. Ability to exemplify
6. Capacity for elaboration and expansion
7. Lack of defensiveness
8. Commitment to development and willingness to grow
9. Self-awareness
10. Realism in goals and expectations
11. Solutions generation and creativity
12. Long-term focus
13. Understanding the scope of coaching
14. Independence, ownership and accountability
15. Commitment to implementation and execution of action plans

What do the Questions look like on The Coachability Quotient ® Test?

There are a total of 30 questions testing the 15 categories above. For each question, candidates must choose one of the two options provided for which one seems closest to their behaviour or preferences.

A sample of the test can be seen below:

Openness to the Process

1.
A. Based on what I know, I genuinely believe in the coaching.
B. I am sceptical about coaching, the coaching process and what it can achieve.
2.
A. When it comes to solving my problems, I like to think things through
B. When it comes to solving problems, I like the advice and input of others
3.
A. I believe a non-directive approach will be useful for me
B. I know myself and believe a non-directive approach is not the right approach for me

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