

## COACHING CONFIDENCE SURVEY

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**Coaching Confidence Survey:** A reflective tool that coaches use to self assess their practice of Family-Centered Coaching (FCC). This tool can be used as a touchpoint and not an actual indication of the coach's success.

### **Logistics:**

- One-two weeks prior to the 1:1 meeting, the Coaching Confidence Survey is sent to all coaches to take.
- Scores are collected and analyzed
- Supervisors are given individual and collective scores to review
- Individual scores are used for the 1:1 meeting with the coach and supervisor

What level of support have you received to apply Family Centered Coaching (FCC) to your interactions with participants?

**CHOOSE THE ONE to TWO ANSWERS THAT APPLY.**

<b>A</b>	My supervisor actively supports me with time, resources, advice, and/or encouragement.
<b>B</b>	My supervisor coaches me using the FCC approach.
<b>C</b>	I am reminded by my supervisor to use the FCC approach.
<b>D</b>	My coworkers provide guidance and support or encouragement around the FCC approach.
<b>E</b>	I have NOT discussed FCC with my supervisor or other coworkers since the training.

How have you applied the FCC approach in the last 3 months with participants?

**CHOOSE ALL THAT APPLY.**

<b>A</b>	I ask powerful questions that lead to reflection, awareness, and action.
<b>B</b>	I listen for solutions from participants to address their challenges.
<b>C</b>	I support the participant in goal practice.
<b>D</b>	I revise participant's goals when they are not ready for change.
<b>E</b>	I choose which coaching role to play based on the participant's needs.
<b>F</b>	I invite family to join the conversation when participants agree to their inclusion.
<b>G</b>	I acknowledge my participants for their resilience.

How have you used the FCC Four Core Coaching skills in the last 3 months?

**CHOOSE ALL THAT APPLY.**

<b>A</b>	I intentionally hold the focus during coaching conversations.
<b>B</b>	I intentionally practice the Four Core Coaching skills however I am not confident in my level of skill yet.
<b>C</b>	I am unsure what you mean by the Four Core Coaching skills.
<b>D</b>	I am uncomfortable asking permission of a participant.
<b>E</b>	I ask permission to share or comment when I have an idea, thought, or suggestion.
<b>F</b>	I reflect what I hear the participant sharing to ensure I understand the meaning of their words.
<b>G</b>	I ask questions that encourage participants to recognize their strengths.

How have you used the Situational Family-Centered Coaching skills in the last 3 months?

**CHOOSE ALL THAT APPLY.**

<b>A</b>	I celebrate accomplishments and failures with my participants.
<b>B</b>	I use bottom lining to refocus participants during coaching sessions.
<b>C</b>	I have not integrated the Situational Family-Centered Coaching skills into my coaching practice.
<b>D</b>	I use clearing when participants seem distracted at the beginning of the coaching session.
<b>E</b>	I ask participants to imagine their future after their goals have been met.
<b>F</b>	I acknowledge my participants for observable qualities, values, and strengths
<b>G</b>	I check-in with participants to ensure their priorities are guiding our work together.

**Please indicate which FCC tools you use most often.**

**E** = every participant **M** = most participants

**S** = some participants **N** = never use

	Ready to Coach Checklist
	Everyday Strategies for Working with Families
	Who is in my Family
	My Hopes & Dreams
	The Wheel of Life
	Plan Do Review Tool
	Other tools

When interacting with participants, in which of the following roles do you spend most of your time?

If you spend equal time in multiple approaches, select all that apply.

	Case management
	Readiness assessment
	Goal Practice

How often are the following **True** about your conversations with participants?

**A**=always **M** = most of the time **S** = some of the time **N** = never

	I allow my biases to influence my interactions with others.
	My participants do most of the talking during our sessions.
	When I'm in a hurry or busy I provide a solution for my participants to save time.
	I have years of experience working with participants and offer solutions from my expertise and life.
	I collaborate with participants to lay the foundation for change.
	I offer solutions or resources when participants have an urgent need or ask for my expertise.
	I believe participants are capable, creative, and resourceful.
	I recognize the impact that systemic racism and poverty have on the opportunities for change for participants.
	I usually have better ideas about the path that will help participants achieve their goals.

What benefits have I experienced as a result of a coaching mindset?

<b>A</b>	I'm too busy to coach.
<b>B</b>	It helps me to reflect on my skills and competencies.
<b>C</b>	It helps me to understand the perspective of others.
<b>D</b>	It challenges me to recognize my biases and reflect on my behavior.
<b>E</b>	I build more trusting and collaborative relationships with others.
<b>F</b>	I feel more energized.
<b>G</b>	I enjoy working with my participants more.
<b>H</b>	I have experienced no benefits.

What additional assistance could be offered to support your coaching skill development?

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