

Are We Ready to Coach/Mentor?

Use this diagnostic to help you to decide how ready your organisation is to introduce coaching/mentoring.

Respond to the following statements, as you believe them to be true within your organisation, by placing a tick in the appropriate box.

	Strongly agree	Agree	I haven't a clue! (uncertain)	Disagree	Strongly Disagree
Culture of Organisation					
We are genuinely in favour of more informal approaches to learning and development.					
Two-way communication in all areas of the organisation is the norm.					
It is expected that workers will actively contribute to and engage with learning.					
Mistakes are seen as an opportunity for learning rather than attributing blame.					
Organisational learning has support from the top.					
There is a high degree of trust in the organisation.					
Structure and Systems					
The organisation has systems in place to support workers efforts to develop themselves.					
Workers are empowered to make decisions, when appropriate.					
We have processes in place for recognising and rewarding good performance.					
There is a system for regular performance review.					
There is an effective process in place for identifying Workers with high potential.					

	Strongly agree	Agree		Disagree	Strongly Disagree
Managers' Skills					
Managers take the responsibility to develop their staff seriously.					
Managers encourage workers to talk about their strengths and weaknesses					
In general, managers are good at giving constructive feedback.					
Managers consider the long-term development of their workers.					
Managers encourage Workers to set career goals.					
Delegation is regularly and effectively practised by managers.					
The prevailing management style is consultative.					
Workers' Attitudes					
Workers respond positively to constructive criticism					
Workers are goal-focused and committed to achieving their learning objectives.					
Workers are aware of their responsibility for their own learning and development.					
Workers seek out opportunities to improve their knowledge and skills.					
Workers adopt a supportive style of working, passing on their knowledge and skills.					
Workers are generally keen to improve their performance and develop new skills.					

Interpretation:

Statements with a tick in either of the two right-hand columns are likely to be areas in need of development.

Statements with a tick in either of the two left-hand columns indicate areas in which the organisation may already be prepared to adopt a coaching or mentoring programme.

Review each statement. If it has been identified as a strength, how can your organisation use this to build on the coaching/mentoring programme and help to get it off the ground? If it has been identified as a weakness, what can your organisation do to address the issues and prepare to successfully adopt a coaching/mentoring programme?

The statements are divided into sections to help you to pinpoint particular areas or strength and weakness. Next review each section. Do any sections stand out as particular areas of strength or weakness? Consider how you can address each area as a whole.