



SOPHIA ASSOCIATES

Awakening Leadership Within

Questions to ask a Coach during an interview

If you are considering hiring a coach, understand that this is a commitment and that a successful engagement requires a comfort and trusting relationship between both of you. Here are some questions you can ask that will give you a sense if this is the right coach for you – and if you are the right client for the coach!

1. How long have you been coaching?
2. Can describe your coaching philosophy?
3. What approach do you take with your clients (directive, listening, holistic, etc)?
4. What does your coaching emphasize (exploration, action, strategies, etc.)?
5. What issues do your clients bring to you or what issues do you work with best?
6. What kind of results have you had with clients?
7. Describe your ideal client?
8. What coach training have you had?
9. Have you been certified and if so, by what organization?
10. Where are you located? (Time zone differences?)
11. What other work experience do you offer (background info)?
12. How do you structure your coaching programs (telephone or in person, once a week or twice a month, e-mail support, etc)?
13. What value added elements do your clients receive (forms, books, resources, etc.)?
14. Could I call a client or two for a referral?
15. If I were to hire you as my coach, what would we address first? How would you proceed with this issue?)
16. Do you have an Agreement that needs to be signed?
17. Do you have an Intake process or session? Please describe this.
18. Do you have a minimum time commitment? (months?)
19. What are your fees and for which type of program?
20. Explain the financial commitment and what types of payment you take.
21. Besides coaching, what else do you do? (Guest speaking, workshops, business consulting, etc.)
22. How soon could we begin?
23. What happens if it doesn't work out?

Ask these questions after speaking for a while with the Coach you are interviewing. Get to know one another. Be sure to allow the Coach to coach

you in this session. The best way to know if this is the Coach for you is to experience their coaching! Remember it must be a good fit for both of you.

Afterwards, ask yourself:

1. Is this someone I could trust?
2. Is this someone I believe could help me achieve my goals?
3. Am I comfortable with this person's communication style?
4. Am I comfortable with this person's personality?
5. How alike/different is the coach from me? How do I feel about that?
6. Did I walk away from today's session/interview with something worthwhile and new?
7. Check references and notice how often the same thing is said by each person as well as what is said.
8. Visit the coach's website and the website where they were trained to learn more about the coach, his/her background and the approach the coach takes.

Interview at least three coaches before you decide. Be sure to follow up with all of them once you have made your decision. Then make the commitment to yourself to be coached!