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Complimentary Coach Selection Interview Tool | Introduction

In selecting a coach, you are entering into a partnership that requires a careful assessment of the “fit” that you have with each other. In many ways, this “fit” may prove to be even more important than the process of hiring an employee for your organization or business.

Begin by determining what having the “best fit” with your coach means for you personally, at this *particular* point in time. Some individuals seek a coaching relationship in which the “chemistry” is good between their coach and themselves, i.e. they are completely comfortable. However, other coaching needs and criteria may be important, as well, not only to you, but in terms of how the outcome(s) you are seeking may impact your company or organization. If this is the case, or you are considering potential candidate coaches on behalf of others in your firm or organization, you may want to choose from the following list of considerations in order to determine the best “fit” (realizing that some of these may not apply):

Helpful Questions for Evaluating & Qualifying Candidate Coaches:

- *Does the coach need to have industry-specific experience? If so, what sort of impact could such experience have on their coaching?*
- *Does the coach need to have a cross-industry clientele and/or experience? If so, what sort of impact might these have on their coaching?*
- *Does the coach need to have a particular, specialized niche?*
- *Does the coach need to have a specific orientation, i.e., corporate, business, life, or other?*
- *Does the coach need certain credentials?*
- *Does the coach need one or more certifications, and at what level(s)?*
- *Does the coach ideally need to have a certain, minimum number of years of experience?*
- *Is it preferable that the coach be recommended by someone known and trusted?*
- *Does the coach need to have experience with the particular challenge(s) that you or those you are acting on behalf of are facing, and for which you/they require coaching?*
- *Does the coach need to have a particular style, or certain competencies?*
- *Is it a distinct plus for the coach to have public, or industry-specific renown?*



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Helpful Questions for Evaluating & Qualifying Candidate Coaches *continued:*

- *Does the coach need to have demonstrated competence through teaching, i.e., Coach U or other sponsored classes?*
- *Does the coach need to have a particular format i.e., in person, by phone, or virtual?*
- *Does the coach need to fit into a certain budget?*
- *Does the coach need to be from a particular geographic area?*
- *Does the coach need to handle your interview in a certain way?*
- *Does the coach need to offer a complimentary session? Does this session need to be in person in order for you to make your decision?*
- *If the coach does not have certain requirements that you initially thought necessary, could other factors lead you to engaging their services, regardless?*

Your Questions

- Add here: _____

You may find that you need to interview more than one coach in order to be certain of your choice, or that you are confident that you have made the right decision by choosing the first coach whom you interview. Either way, Lighthouse PSI sincerely hopes this complimentary tool provides valuable insights towards your successful coach selection process.