The coach believes that the coachee can realize what he wants and how s/he wants to achieve it

The coach does not believe the potential of the coachee at all

1 2 3 4 5 6 7 8 9 10

The coach completely trusts the potential of the coachee

**Evidence (i.e. how do I know - give a specific examples):**

The coach respects the individuality of the coachee

The coach sincerely respects the topics and goals chosen by the coachee

The coach questions the meaningfulness of the topics and goals chosen by the coachee

1 2 3 4 5 6 7 8 9 10

**Evidence:**

The coach does not leave enough space for the expression of the coachee, eg asks questions too quickly or complicated, interrupts the flow of thoughts…

**The coach listens**

1 2 3 4 5 6 7 8 9 10

The coach skillfully handles silence, eg leaves enough time to respond, does not jump into speech…

**Evidence:**

**The coach uses the words of the coachee in questions and other statements**

I completely disagree

I completely agree

1 2 3 4 5 6 7 8 9 10

**Evidence:**

I believe the coach is discreet

I completely disagree

I completely agree

1 2 3 4 5 6 7 8 9 10

**Evidence:**

The coach watches the time

I completely disagree

I completely agree

1 2 3 4 5 6 7 8 9 10

The coach focuses on the process (course) of the interview. The coach uses questions or paraphrases exclusively with the intention of mirroring the topic to the coachee, not to direct the coachee to pre-thoughtful answers.

The coach focuses on the interview process, not on the content of the interview

The coach gets carried away by the content of the interview, falls out of the role of a coach and is more in the role of a friend, advisor, etc. S/he offers her/his attitude, advice, variants, interpretations, etc.

1 2 3 4 5 6 7 8 9 10

**Evidence:**

The coach asks the right questions at the "right time" (working with GROW, SMART…)“

I completely disagree

I completely agree

1 2 3 4 5 6 7 8 9 10

**Evidence:**

After the interview, the coach can say what the coachee's goal is, or how s/he worked with the goal

I completely disagree

I completely agree

1 2 3 4 5 6 7 8 9 10

**Evidence:**