Deep Coaching Scorecard



Deep Coaching is an art not a science.
It's subjective. And you can build powerful coaching skills over time if you are willing to be honest and do some deep reflection.

DIRECTIONS

Give yourself a rating from 1-5 for each of the elements of Deep Coaching.

Then, give yourself a rating for where you'd like to be in 6 months.

DEEP LISTENING (Insight vs Information)

		Now	In 6 mos
1. PRESENCE			
I'm so present I can even sense a shift in their breathing.	= 5		
I'm checking email while they talk!	= 1		
2. SILENCE			
Silence is one of my most powerful tools. When needed, I say nothing.	= 5		
I talk far more than I listen. I have so much information to share that it bursts out of me.	= 1		
3. SAFETY			
I create enough safety and love to get to the heart of what they really need.	= 5		
I jump in so fast that I coach them around what they want—not what they need.	= 1		
4. CURIOSITY			
I'm curious and I ask "interested" questions. ("Tell me more about that...")	= 5		
I ask "interesting" questions. ("Here's what I think ... How about you?")	= 1		
5. PROVOCATION			
I use provocative and "obvious" questions to listen for what's not said. I listen for the question behind the question.	= 5		
I rarely ask powerful questions, as I'm too busy sharing my ideas.	= 1		
DEEP LISTENING SCORE			

RICH LITVIN

© The Litvin Group • RichLitvin.com

ELICITING (Perspective vs Instruction)

1. THE DREAM & THE FEAR		Now	In 6 mos
I draw out their secret desires and their deepest fears.	= 5		
I never find out what they really want—or what scares them.	= 1		

2. THEIR GIFTS			
I draw out their gifts, their hidden gifts and the dark side of their gifts.	= 5		
I rarely notice anything special about them. If I see one of their gifts, I don't pay attention to its dark side.	= 1		

3. THINKING ABOUT THEIR THINKING			
I am curious about how they think—and where their motivation and their energy come from.	= 5		
I tell more than I ask. I am rarely curious about what or how they think.	= 1		

4. CONTEXT vs CONTENT			
I listen to the content of their stories. Then, I draw out the real context of the situation.	= 5		
I get immersed in their stories.	= 1		

5. DISTINCTIONS			
I help them develop new distinctions for creating their world.	= 5		
I help them get better at reacting to everything that happens "to" them.	= 1		
ELICITING SCORE			

10X (Greatness vs Probability)

1. IMPOSSIBLE GOALS		Now	In 6 mos
I expand their thinking. I help them dream big and create the impossible.	= 5		
I focus only on what seems probable, possible or achievable.	= 1		

2. CHALLENGE			
I challenge and stretch them to the edges of their comfort zone (or beyond).	= 5		
I want them to like me and feel comfortable, so I rarely challenge them.	= 1		

3. GOING BEYOND			
I bring up the uncomfortable topics that will really help them grow.	= 5		
I never go beyond where they want to go.	= 1		

4. RECOVERY			
I help them slow down to speed up. I help them balance challenge with recovery.	= 5		
I push them hard—constantly. I believe in "No pain, no gain."	= 1		

5. FUN			
I use humor and fun. I create experiments and games. I'm willing to make mistakes and to look silly!	= 5		
Having fun would feel unprofessional and I'd rather look good than make a mistake.	= 1		
10X SCORE			

© The Litvin Group • RichLitvin.com

LEADERSHIP (In Charge vs In Control)

1. SERVE vs PLEASE		Now	In 6 mos
I want to serve them and I'm willing to lead, get uncomfortable, or ask the hard questions that are needed.	= 5		
I want to please them, so I'd rather follow their lead.	= 1		

2. TRUTH TELLING			
I hide nothing and hold nothing back. I speak my truth and I draw out theirs.	= 5		
I stop when things feel uncomfortable, so I rarely uncover what's really going on, or what I really think.	= 1		

3. "I BELIEVE IN YOU"			
I champion them—by celebrating their successes and their failures!	= 5		
I don't really believe in them, or that they'll ever create what they want.	= 1		

4. THE POWER OF VULNERABILITY			
I don't need to look good. I share my biases, my limits, my weaknesses and my struggles.	= 5		
I want to look good. I rarely open up about my own biases, limits, weaknesses or struggles.	= 1		

5. A 200% RELATIONSHIP			
I show up 100% and I require they show up 100%, too. I take full responsibility for how I am heard, not just what I say.	= 5		
I often judge them or blame them for not showing up fully.	= 1		
LEADERSHIP SCORE			

STRATEGY (Effective vs Efficient)

1. STRATEGY vs TACTICS		Now	In 6 mos
I help them develop a personalized strategy that includes rituals and habits. I help them develop a plan of action.	= 5		
I teach them the latest productivity tips, so they can add even more to their to-do list.	= 1		

2. ENVIRONMENT vs WILLPOWER			
I help them see the hidden rules of their environment. I design environments to support their growth.	= 5		
I don't pay attention to their environment. I try to build their willpower instead.	= 1		

3. FRONT-LOADING			
I help them put more effort at the start so they need less self-discipline to maintain momentum.	= 5		
I don't help them plan for the future, so they are constantly struggling to maintain momentum.	= 1		

4. LEARNING			
I recommend other experts, books, tools and assessments to help them keep learning and growing.	= 5		
I rarely spend time learning myself, so I have nothing to recommend.	= 1		

5. LESS BUT BETTER			
I help them determine what matters most, then make the execution of those things almost effortless.	= 5		
I help them work harder and harder to accomplish everything on their To Do list.	= 1		
STRATEGY SCORE			

© The Litvin Group • RichLitvin.com

DIRECTIONS

The thing that makes your coaching magical is your special sauce — your own unique style, mindset, and values.

1. Take some time to reflect on the question: What makes your coaching magical?
2. Ask your clients, "What makes my coaching magical?" Look for themes and patterns in their responses rather than individual answers.
3. Once you have your idea, break it up into its five main components.
4. For each one, give an example of what it looks and feels like at its best, and what it looks and feels like at its worst.

YOUR COACHING MAGIC!

		Now	In 6 mos
1.			
EXAMPLE AT ITS BEST	= 5		
EXAMPLE AT ITS WORST	= 1		
2.			
	= 5		
	= 1		
3.			
	= 5		
	= 1		
4.			
	= 5		
	= 1		
5.			
	= 5		
	= 1		
SCORE			

© The Litvin Group • RichLitvin.com