



*A Division of Keystone Partners*

### **Questions to Consider When Interviewing a Coach**

- 1) Describe your coaching philosophy.
- 2) Describe your background. (Number of years coaching, experience, etc.)
- 3) Describe your style of coaching.
- 4) Do you have an area of specialization? (i.e., communication, leadership, conflict resolution)
- 5) How do you typically work with your clients (in person, via phone, how often do you meet, for how long)?
- 6) Describe the types of skills/competencies that you help your clients improve on.
- 7) Describe a typical coaching session from start to finish.
- 8) How will you work with my employer/manager?
- 9) How do you measure results? How do you measure my success? What kind of results do you like to see?
- 10) How will you ensure confidentiality?
- 11) Provide an example of how you've worked with a client to better understand their style.
- 12) Provide an example of how you work with a client to help them to determine key priorities for coaching.