

Coach Evaluation Scorecard

Compare up to three coaches. Ask each the same ten questions; score 1 (weak) to 5 (strong) during or right after each conversation.

The total disciplines your attention – it doesn't make the decision. If the total and the gut-check disagree, believe the gut-check.

Criterion – score each 1–5	Coach 1	Coach 2	Coach 3
<i>Name / date of conversation</i>			
1. Clear engagement arc (a start, a middle, an end)			
2. Concrete way to know it's working			
3. Honest about fit – knows who they refer out			
4. Candid about an engagement that failed			
5. Real training, and still developing			
6. Clean confidentiality terms (three-way clarity)			
7. Sessions sound like coaching, not advice			
8. Assessments serve a purpose, not a pitch			
9. Expects real work between sessions			
10. Present, self-aware, credible “why”			
Total (/ 50)			
Gut-check: <i>after the conversation I felt...</i> clearer · energized · talked at · rushed			

Notes
