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Global Coach Group
Lead for Good

Triple Win Coaching Readiness Worksheet



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Start Smart – Align Before You Begin

Use this worksheet to set your coaching engagement up for long-term success. These steps and questions help you confirm commitment, clarify expectations, and avoid surprises down the road.

Steps 1 and 2 are designed to follow a clear sequence with the leader. However, **Step 3**—the alignment with the manager or Human Resources—can occur either before or after your initial conversation with the leader. Use it at the most strategic moment in your engagement setup.

Note for the Coach

These questions are not a script—they're part of a broader, relational conversation designed to align intentions, surface risks, and build shared accountability. Use your coaching judgment to flex where needed.

Step 1 Assess Leader Commitment

Use the "3 Questions" with the leader to confirm their readiness.

Ask

1. Are you willing to commit to a 12-month journey to grow as a leader and elevate your leadership impact?
2. Are you willing to invest five minutes per day reviewing your action plan?
3. Are you willing to involve your team members and manager in your leadership growth journey and ask them for suggestions to improve and work to get better together?

Why Closed Questions?

The three commitment questions below are intentionally phrased as **closed questions** (yes/no) for a reason: They aren't meant to spark a reflective dialogue. They are designed to **assess the leader's readiness and resolve**. A clear "yes" shows commitment. A hesitation or "maybe" is a signal that further alignment may be needed before coaching begins.

TIP

Revisit these answers later in the coaching process to reinforce commitment and accountability.

Step 2 Assess Coachability Using the 3 Factors

1 Right Focus

Are they willing to grow in areas that matter to both them and their coworkers?

- Can you identify specific leadership or team challenges that currently impact both you and your coworkers?
- Are you open to selecting improvement areas that matter to your coworkers as much as they matter to you?
- If you significantly improve the challenges you mentioned earlier, how would it impact your effectiveness and that of your team? In other words, what difference will it make, and does it matter?

2 Cocreation

Will they collaborate with coworkers to drive change?

- In many of your business processes, you involve coworkers to cocreate change, as this brings better ideas and better results faster. Are you willing to use a similar approach and leverage their insights and suggestions to improve both your own and your team's effectiveness?
- Considering why you involve coworkers in other business processes, what would be the value of involving them in improving team and leadership effectiveness?
- How will sustained leadership effectiveness change impact your team's culture, engagement, and effectiveness?

3 Discomfort

Will they stay engaged when change gets tough?

- When you get constructive feedback and suggestions from others, how does that make you feel?
- Change requires trying new ways of doing things that are likely to cause discomfort at times. What is your way of working through this?
- How disciplined are you to work through the challenges and go the distance to attain the results you are looking for, both for you and your team? Is it worth it for us to go the distance together?



Note for the Coach

These questions uncover how self-motivated, resilient, and open the leader really is—and help you avoid misaligned engagements.

Step 3 Align with the Manager (and/or HR)

Use these **Manager Commitment Questions** in your sales or alignment conversation:

1 Are you willing to support your leader and spend 5–10 minutes a month giving them a few suggestions on how they can improve?

2 Are you willing to support your leader and spend 5–10 minutes every quarter to assess with an open mind the progress the leader has made since the start of the coaching engagement?

3 How is this leader perceived in your organization? Are they a high performer, about average, or in the low performers' group?



Pro TIP

After this conversation, send a follow-up email summarizing the discussion and affirming their support.



Final Thought

Clarity beats charisma at the start of every coaching journey. These questions may seem simple, but they help you avoid vague expectations, uncover potential red flags, and align all parties around the leader's development. **Start smart, finish strong.**

This worksheet is based on concepts and tools introduced in **Triple Win Leadership Coaching, the Coaching Guide to More Impact, More Coaching, More Clients** by Will Linssen (© 2024, Global Coach Group).

For more information and resources on the Triple Win Coaching approach —including frameworks, models, and case studies—refer to the full book and the accompanying elearning at globalcoachgroup.com/triplewinbook

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For Clients

We Deliver a Triple Win



Better Leaders, Better Teams, and Better Results — boasting a 95% success rate confirmed by coworkers, based on more than 100,000+ leaders coached.

Global Coach Group delivers the best results-based coaching worldwide through our network of over 4,000 world-class certified coaches, powered by our proven Triple Win Leadership Coaching approach and proprietary digital tools.

Triple Win Leadership Coaching, captured in Everybody Wins by Will Linssen — Amazon #1 International Bestselling Author.

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Will Linssen has been ranked World's #1 Leadership Coach by Global Gurus (USA) and World's #1 Coach Trainer by Thinkers50 (UK), serves as advisor to the Harvard Business Review, and is recognized as a LinkedIn Top Executive Coaching Voice. He is an Amazon #1 International Bestselling Author. With more than 30 years of experience in executive leadership across Europe, North America, and Asia, Will holds the International Coaching Federation's highest accreditation: Master Certified Coach.

He is the founder and CEO of Global Coach Group, the world's #1 international leadership coaching network, with over 4,000 coaches worldwide serving Fortune 500 companies and leading multinational corporations.