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## **Assessing Your Own Growth Potential**

**How Coachable  
You Are**

## **Assessing Your Own Growth Potential (i.e. How Coachable You Are):**

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Starting Disclaimer: Every human loves to see the areas in their life they are doing well. So for an individual to go through this self assessment, one will be more inclined to see areas they are coachable rather than the areas they are not. This is actually called confirmation bias and doesn't give any person honest, helpful information. In order to self assess more effectively, first consider how willing you are to see areas of improvement in yourself.

If you are in a place to truly identify these areas, then ask yourself the following questions with each point below:

1. "If this point was only 5% true, then how or where does this apply for me?"
2. "In the area(s) this applies, what pattern(s) do I notice about myself?"
3. "How could I improve upon this?"

### **Here are Three Symptoms to Spot Where You Block Your Own Growth Potential...**

**You often get frustrated with how inaccurate (or downright wrong) others' perspectives or decisions are OR you are not open to considering other perspectives, only yours is right.**

If there's one quote that has helped leaders tremendously with their own growth potential it's this, "Your complaints, judgements, and assumptions reveal your own self limitations." When we have complaints and judgments about how wrong someone is, there's an exercise we can do to ensure our potential for growth.

Take an inventory of what your biggest complaints and/or judgements have been lately. Actually write them down as soon as you think of the complaint, don't over think any of it. Once you've captured all the complaints you've had, go through rereading your list of complaints. Notice how you worded the statements; the words you pick and how you positioned yourself (or your role) in relation to the things you've written about. If there is a pattern of blaming others and/or external factors for your challenges, then this is an indicator you're not used to considering what role you played in the challenges yourself. As they say, "It takes two to tango." There is usually some level - even if a minute level - of ownership you can take in the challenge you wrote about. In fact, all people involved in a situation or event usually have some role/part in allowing the challenge and/or frustration to exist in the first place. If you aren't used to considering what your part is, or it feels odd and unfamiliar, this can indicate a way to enhance your growth potential.

**You often get defensive when feedback is given to you.**

Now, it can make sense that one would get defensive with feedback; meaning, the feelings can be valid. The feelings are not what we are invalidating here. Where someone can stunt their growth is how they perceive the feedback. This is incredibly nuanced. If you find your defensive or reactive state doesn't change from your response, then we can explore if and how growth may be stunted. Defensiveness exists because it hits on some sort of pain point button for you. It may be because there is a worry, doubt or fear of believing the feedback may be true. It may be you are either in denial or don't know how to perceive feedback any other way other than it is patronizing or threatening you. In any of these cases, not one of them implies that possibility that you don't know \_\_\_\_, could grow in \_\_\_\_ way, etc. There is no curiosity or humility. Here lies an indicator that you are stunting your growth potential.

That being said, there are also best practices on how to give feedback. So, defensiveness may not only be caused by a lack of being coachable, but by (also and/or potentially by) the



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person receiving feedback. The person giving the feedback may not know best practices, and this can cause resistance and/or defensiveness from the person receiving the feedback. As you can likely imagine by now, giving and receiving feedback is complex. This is why executive coaches exist! We can help detangle best practices and help clients understand how to grow from feedback and through giving feedback as well. Keep your eyes peeled for future white paper on this to come!

**Either you pride yourself on being great at only showing people what you want them to see OR there are very few to no people who you are willing to be fully yourself with.**

Being uncomfortable to be seen often translates to an individual not being willing to be honest with others and more than likely themselves. If you find yourself unwilling to be radically honest - even to yourself - about your deepest challenges, doubts, fears, frustrations, etc. then you cap your potential to grow. Being comfortable with being uncomfortably honest to yourself about your (mental, physical, emotional, educational) state is the first step. The second step is being willing to trust a professional - such as a therapist or a coach - to be totally transparent. If that professional is truly an ethical professional, then they will know how they can support you best within their expertise. Executive Coaching is a deeply intimate partnership. If a client isn't willing to be truly honest and seen, then the coach is inadvertently limited to what they know about the client and thus how to best support them.

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