



## Discovery Tools

In coaching, discovery refers to the process, steps, tools, and/or strategies a coach uses to increase awareness of critical coachee attributes that lie “below the surface.” This chart provides a variety of tools/strategies that help bring this valuable information about your coachee to the surface.

Tool/Strategy	Description	When to Use	Resources
<b>Values Clarification</b>	Values are deep-seated beliefs and standards that drive how we live our life, behave, and make decisions. Values are like guideposts. Unlike goals – which we strive toward – values exist in the present moment and are always steering us and giving us energy.	The Values Clarification Tool is useful during the initial session. Knowing how your coachee’s values show up in their work helps raise awareness for the coachee and provides fodder for you when your coachee gets stuck or needs to find energy to keep moving toward their goal.	A values clarification tool will be provided in Module 3 of this training series.
<b>Strengths Assessment</b>	Coaching to an individual’s strengths focuses on what is right, what is working, and what is strong. When people use their strengths, they are more engaged with their work and report more energy and better	Strengths assessments should be used during the early stages of a coaching relationship. The coachee’s strengths are critical resources for achieving goals.	<b>Strengths Finder</b> <a href="http://www.strengthsfinder.com">www.strengthsfinder.com</a> <b>VIA Character Strengths Survey</b> (free) <a href="https://www.viacharacter.org/">https://www.viacharacter.org/</a>



	performance, greater happiness, and more optimism.		
<b>Assessing Motivation</b>	Assessing what motivates or drives a coachee (i.e., what makes them “tick”) in the workplace can be useful when making work/project planning decisions. These tools can also be useful for leaders/supervisors to help understand how to engage their individual staff and develop flexibility in their leadership approach.	These tools are useful at any time during a coaching relationship. They provide the coachee and the coach with valuable information about how the coachee responds to the environment around them and how this impacts their willingness to engage in their work.	<p><b>The Predictive Index</b> <a href="http://www.predictiveindex.com">www.predictiveindex.com</a></p> <p><b>SCARF Model Assessment</b> <a href="https://neuroleadership.com/research/tools/nli-scarf-assessment/">https://neuroleadership.com/research/tools/nli-scarf-assessment/</a></p> <p><b>Motivation Style Assessment</b> <a href="#">motivationstyleassessmentpdf</a></p>
<b>360 Feedback Assessment</b>	360-feedback assessment provides an individual the opportunity to receive performance feedback from her supervisor or manager, a specified number of peers, reporting staff members, and coworkers. Individuals are typically evaluate themselves, as well. This type of	360 feedback provides insight into the skills and behaviors the organization needs to accomplish its mission, vision, and goals. The feedback highlights the behaviors needed to meet expectations and achieve goals, thus it is best administered during the early stages of a coaching relationship.	NCWWI provides a 360 Assessment to each coachee.



	assessment is a powerful tool for learning and development. Understanding the coachee's skills, effectiveness, and potential ensures alignment of coaching with development goals.		
<b>Professional Quality of Life Scale (ProQol)</b>	The Professional Quality of Life Scale is a 30 item self-report measure of the positive and negative effects of working with people who have experienced extremely stressful events. The ProQol contains three subscales measuring Compassion Fatigue, Burnout, and Compassion Satisfaction.	This tool can be useful at any time during a coaching relationship. You may consider utilizing this tool with a coachee who is interested in focusing on better self-care for themselves or those they lead.	<b>The ProQol</b> Information about the instrument: <a href="https://proqol.org/ProQol_Test.html">https://proqol.org/ProQol_Test.html</a>  Free, downloadable assessment: <a href="https://proqol.org/uploads/ProQOL_5_English_Self-Score.pdf">https://proqol.org/uploads/ProQOL_5_English_Self-Score.pdf</a>
<b>Communication Assessment</b>	Communication can be a barrier in building successful relationships. To change this, we need to become aware of our communication patterns.	This tool can be useful at any time during a coaching relationship. You may consider using this tool with a coachee who is interested in strengthening their communication skills or	<b>Free, online assessment through Straight Talk</b> <a href="https://gostraighttalk.com//">https://gostraighttalk.com//</a>



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LEARNING, LEADING, CHANGING

		learning about their communication style.	
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