

# coachability

**being open to asking for and receiving feedback, looking inward at how you can move forward, and being interested in growth**



**CareGivers  
of America**  
Home Healthcare Services

Most organizations agree that coaching is important, but misperceptions about how someone will respond to coaching shuts down a lot of valuable conversations before they've even begun.

Keeping up a personal practice of being coachable allows you to stay in touch with your impact on others.

## **What does it mean to be coachable?**

A person who is coachable not only responds well when given feedback, they ask for feedback. They view the input from others as a valuable tool in their development. They also are willing to take actions and make personal changes based on the feedback.

## **What research tells us about the correlation between competence and coachability:**

A number of studies have looked at employees who were rated as having *high potential* versus all others. Across all categories, the high potential employees were rated as significantly more coachable.

### **Being coachable is:**

**Being grateful** that someone cares enough about you to push you to improve beyond where you would get on your own.

**Being vulnerable** enough to know you're not perfect.

**Being open to honest feedback** (even if it hurts).

**Working to actively change bad habits.**

### **How to become more coachable:**

**Ask for feedback.** The single most powerful thing you can do is to sincerely ask for feedback from your colleagues, especially your boss.

**Ensure you understand the feedback.** Be sure you understand the seriousness or importance of this message.

**Thank the giver of feedback and confirm your desire for more.** Your response to feedback will determine whether this will be the first of many doses of helpful information, or whether it will be the last you'll ever receive.

**Request suggestions on how to improve.** The giver of feedback may have some useful ideas about how to improve, change your manner, or start doing something that would make you even more effective.

**Welcome tough or unexpected feedback.** Develop a thick skin that accepts such feedback as a learning opportunity, not a personal attack.