

# Coach-ability

The foundational skill for ALL development.



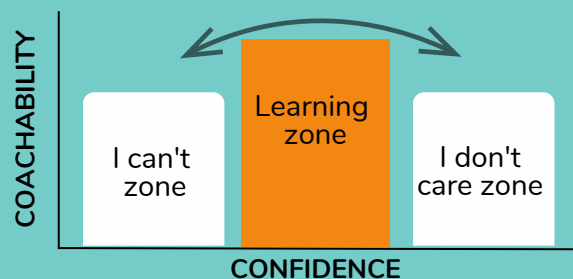
## The Problem

Organizations invest in coaching BEFORE training individuals to be COACHABLE.

## Coachability Benefits

- ✓ 4X more likely to be rated as highly effective.
- ✓ Higher ratings in critical leadership competencies.
- ✓ 2.5X employee engagement and retention.
- 20% Higher in their performance and promotability.

Highly coachable individuals value self-improvement and operate consistently in **THE LEARNING ZONE**.



## THE DEFINITION OF A COACHABLE PERSON

A coachable person values self-improvement and operates consistently in a learning zone by applying the coachability practices of **seek - respond - reflect - act**.

## The Challenge: Coachability Declines with Age and Level



Mid to senior-level leaders' interest in feedback and coachability **declines by over 36%** vs. early-career leaders.

Low coachability increases **BLINDSPOTS** and contributes to career derailment.

