



Needs Assessment Questionnaire for Organizations





We invite you to answer the following questions with "Yes" or "No." This assessment will help you identify organizational areas that could benefit from executive coaching and team leadership development.

	Yes/No
Leadership and Team Dynamics	
1. Do you feel that your company's leadership team is currently facing challenges in communication and collaboration?	_____
2. Are ongoing conflicts or misunderstandings within the leadership team or departments affecting overall performance?	_____
3. Do you observe a need for a clearer vision or direction among your company's leaders?	_____
4. Do your leaders need support building a more cohesive and high-performing team?	_____
5. Is there a noticeable gap between your leadership team's potential and actual performance?	_____
Employee Engagement and Retention	
6. Have you noticed a decrease in employee engagement and motivation?	_____
7. Is there a higher turnover rate than you would prefer among your management and leadership positions?	_____
8. Can you think of any top performers in your organization you would like to reward with individualized executive coaching to expand their capacity and impact?	_____

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Leadership Skills and Development

Yes/No

9. Are there gaps in leadership skills such as decision-making, delegation, strategic thinking, or emotional intelligence?

10. Do you have rising stars who could benefit from executive coaching to grow into their next role or to expand their capacity within their current one?

Strategic Goals and Performance

11. Is your company experiencing difficulties achieving its strategic goals due to leadership gaps?

12. Do you find that your leaders need to manage and develop their teams more effectively?

Professional Development and Support

13. Have your leaders expressed interest in receiving coaching or professional development opportunities?

14. Are any of your employees struggling or on a Performance Improvement Plan (PIP)?

Scoring:

- 0-4 "Yes" answers: Your company might not need executive coaching now, but monitoring these areas is good.
- 5-9 "Yes" answers: Consider exploring executive coaching to address specific challenges and opportunities for your leaders and teams.
- 10-14 "Yes" answers: Hiring an executive coach now could significantly benefit your leadership development and organizational success.



We'd love to be your partner in success!
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