



Are You Coachable?

Do you have more skill than anyone else on the bench? Do you have your position all figured out? Are you willing to score the point to prove the point, even if it takes stepping on a team member? Sorry, I probably don't want you on the team because those are some of the very traits that are indicators you're not coachable. If my tree has not produced the kind of fruit you want, no harm. But if it does, you may have cost yourself a lifetime career opportunity.

Being coachable has nothing to do with your current success or station in life. Not making quota? That can be fixed. Do you question your ability to succeed? If so, still possibly quite coachable. Do you believe you are capable? Even if unsure, still possibly quite coachable.

So, what are some traits that would suggest you are very coachable? From no less than Michael Jordan, "My best skill was that I was coachable. I was a sponge and aggressive to learn."

- ❖ Healthy ego: Having an inflated ego, or one manufactured to cover up insecurity however will torpedo you coachability. But having a healthy ego is a huge benefit.
- ❖ An appetite for success. This really means two things, a strong desire for more than one has today, whether it be monetary, spiritual, you name it. Two, and this is huge, the willingness to back up the appetite with work. A good dose of grit. (See my article on the six types of grit.)
- ❖ Intellectual curiosity. Are you willing to pick up a book at the end of a long day to learn, or do you feel you owe it to yourself to relax over some TV sitcom, a beer with the boys or cutting out early for a round of tennis?
- ❖ Seeking best of breed, best practices, willing to embrace change if it satiates the appetite for success, even if uncomfortable. Even if you make some mistakes along the way.
- ❖ Can you listen more than you talk? Coachable people are good listeners.
- ❖ Can you hold yourself accountable for your results? Do you do the right thing even when it's not easy, even when nobody would know if you did not? Also known as character.

If you have most or all of these traits, most good leaders or managers will not only be willing to coach you but invest mightily of themselves for your successes. And you'll likely build an ally for life.

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