

COACHABILITY QUICK-CHECK — *INTERVIEW EDITION*

At Moreno Leadership Coaching, we encourage leaders to hire for coachability first. Good people who are willing and able to learn often outperform those with experience built in the wrong environment.

Candidate: _____ **Role:** _____ **Date:** _____

Signs of Coachability (check what you observe)

Positive indicators the candidate can learn, adapt, and grow:

- Describes learning — not just achievements
- Asks thoughtful clarifying questions
- Talks about feedback they've used to improve
- Speaks respectfully about past teammates & leaders
- Comfortable saying "I don't know yet"

Notes: _____

Possible Red Flags

Not automatic disqualifiers — but may require caution:

- Defensive when flaws are discussed
- Blames systems, leaders, or coworkers
- Talks down about past teams or guests
- Repeats "that's how we always did it"
- Overconfident — assumes they already know the job
- Resistant to change or ambiguity

Notes: _____

Interview Prompts to Test Coachability

- "Tell me about a time you received difficult feedback. What changed afterward?"
- "What's something you weren't good at at first — but improved over time?"
- "Describe a time you had to change your approach. What did you learn?"
- "How do you prefer to receive coaching or direction?"
- "What's an example of a mistake you made — and how you handled it?"

Listen for: reflection, humility, curiosity, and ownership.

Overall Assessment (circle one)

Low Coachability **Emerging Coachability** **Strong Coachability**