
Readiness and goals

One thing I give my mom a lot of credit for is teaching me the value of mentors. Very early in my software career I decided to seek out others to learn from. But soon I started to get a big ego. I needed to fall on my face a few times before I got back to that humble place again. I've helped a lot of professionals in the software industry, but the ones I'm unable to always have the same problem. They don't want help.

Outcome

The purpose of this activity is to identify your primary career goals and challenges. We'll keep this to a small amount (up to three to be exact) so it's manageable. The number of things you can improve in your career, and on your projects, is overwhelming. But you won't make much progress unless you focus primarily on those that are most important first. We can always work on additional challenges! This is to help us make the most of your coaching program.

Coachability readiness

In this section, I'm going to have you ask yourself several questions. Answering these questions will prime you for the mindset you need to get the most out of any learning you'll do from me.

1. Think of something you thought you knew the best way to do, but eventually you learned there was a better way. An example might be "I thought the fastest way to get to work was by taking the expressway, but someone showed me a shortcut".

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2. If your coach believes there may be a better way to do something, are you open to the possibility that might be true?

YES ____ NO ____

3. Think of something you believe, but you've never spent any time learning about an opposing belief. An example might be "I believed the best way to become wealthy is to make more money, but I've heard that saving money is actually better".

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4. If you believe you know the right way to do something, but your coach believes there is a better way - are you open to giving it a try?

YES ____ NO ____

5. Think of something you relied on as a fact, but eventually other people disproved it. For example "I thought eating less fat would help me lose weight, but people found eating carbohydrates is what matters".

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6. If you have been doing something based on facts that are available, and your coach recommends something that's yet to be proven - are you open to giving it a try?

YES ____ NO ____

Career goals and challenges

In this section, I want you to identify **up to three** goals related to your software development project or career that you'd like to improve. Some examples could be:

- I want to work less overtime
- I want more recognition by peers
- I want my boss to respect me more
- I want more energy after work for my family

After each goal, I'd like you to also list **up to three** challenges you're currently facing that are preventing you from reaching the goal.

For example, if your goal was "I want to work less overtime", a challenge might be "I keep giving estimates that are too low, and being pressured to hit the original deadline". Or if your goal was "I want more recognition by peers", a challenge might be "My coworker keeps taking credit for my work" or "I'm too busy to attend meetings to share what I've done".

Software career goal #1

My first goal in my (project or career) _____ is:

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I have (up to) 3 challenges with achieving it:

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2.
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3.
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Software career goal #2

My second goal in my (project or career) _____ is:
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I have (up to) 3 challenges with achieving it:

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2.
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3.
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Software career goal #3

My third goal in my (project or career) _____ is:
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I have (up to) 3 challenges with achieving it:

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2.
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3.
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That's it! Please bring a completed copy of this activity with you to your first coaching session so we can discuss it briefly.

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