

OVERVIEW

Performance Problem Inventory

Diagnose the situation, choose a target and capture the first insight.

CLIENT / ROLE

COACH

SESSION DATE

PURPOSE

Use this coaching worksheet to rank observable work performance problems coaching can improve. Leave with a performance problem inventory that can be tested in real, respectful, consent-based work.

WHY THIS MATTERS

Start with client interviews, manager challenges and permissioned programme feedback. Watch for labelling a system or role design issue as personal failure. Review problems validated in discovery as a learning signal, not a promised result.

SELF-ASSESSMENT / SCORE EACH DIMENSION 1 TO 10

LOOK FOR	NOW /10	GOAL /10
01 Audience fit		
02 Problem clarity		
03 Coaching fit		
04 Proof quality		
05 Differentiation		
06 Message recall		

QUICK REFLECTION

Which dimension is the best starting point for this focus: rank observable work performance problems coaching can improve?

DEEP WORK I

Performance Problem Inventory

Use actual evidence. Separate what happened from what you assume it means.

01 / CURRENT PICTURE

01 Review client interviews, manager challenges and permissioned programme feedback. What observed moment shows the need to rank observable work performance problems coaching can improve?

02 What did the client, colleague or manager actually say or do? Record one concrete example.

02 / THE LEVER

03 When you try to rank observable work performance problems coaching can improve, which step breaks down first, and in what context?

04 What assumption are you making that the evidence does not yet support? How could you check it?

03 / PRACTICE & TEST

05 Coach question: What behavior would change if this gap were coachable?

06 How could you replace labelling a system or role design issue as personal failure with a fair, specific and testable move?

DEEP WORK II + WORKSHEET

Performance Problem Inventory

Build a usable artifact, then pressure-test it with a real-world scenario.

07 What must a performance problem inventory contain to help the user rank observable work performance problems coaching can improve? Name the first two decisions it supports.

08 Where might labelling a system or role design issue as personal failure show up? How will you notice it and adjust before the client or a colleague is affected?

EXPERIMENT LOG

Complete five rows while building a performance problem inventory. Use only approved, non-sensitive examples.

MOVE TO TEST	CONTEXT	SUCCESS SIGNAL	LEARNING
01			
02			
03			
04			
05			

BRING INTO THE NEXT COACHING CONVERSATION

Ask: What behavior would change if this gap were coachable? Check: problems validated in discovery.

ACTION PLAN

Performance Problem Inventory

Move from insight to observable practice, with a realistic measure and review date.

FROM INSIGHT TO ACTION

STEP	PRACTICE ACTION	BY WHEN
01 REVIEW	Inspect one real example from client interviews, manager challenges and permissioned programme feedback.	
02 BUILD	Draft a performance problem inventory using that evidence.	
03 REHEARSE	Practise the move with a coach or peer and request one correction.	
04 TEST	Try it in one relevant, a real, consented work interaction.	
05 ADAPT	Review problems validated in discovery and change one thing.	

SUCCESS METRIC

Leading signal: problems validated in discovery. Choose a baseline and a realistic target; outcomes are not guaranteed.

MILESTONES / WHEN WILL YOU LOOK FOR EVIDENCE?

CHECKPOINT	WHAT YOU EXPECT TO SEE	REVIEW DATE
DAY 30		
DAY 60		
DAY 90		

SUPPORT NEEDED

MAIN RISK

COMMITMENT & FIELD NOTES

Performance Problem Inventory

Agree the next move, track what happened and return with evidence.

MY COMMITMENT

In the next relevant situation, I will use a performance problem inventory to rank observable work performance problems coaching can improve.

IF THIS GETS IN THE WAY, I WILL...

PARTICIPANT SIGNATURE

DATE

WEEKLY FIELD NOTES

WEEK	SITUATION	WHAT I TRIED	EVIDENCE + ADJUSTMENT
01			
02			
03			
04			

IN THE CLIENT OR MANAGER’S WORDS / USE PERMISSIONED, NON-SENSITIVE WORDING

NEXT REVIEW

ACCOUNTABILITY PARTNER

Keep client and employer data private. No results are guaranteed.