

USE THIS WHEN COACHING ISN'T LANDING — CHAPTER 10

The Effort Match Test

DIAGNOSTIC Worksheet v1.0

The moment you're working harder on someone's success than they are, you've stopped coaching and started carrying. This test helps you see which one you're doing.

TEAM MEMBER

👉 Tap or click to type

Are they matching my effort?

Be honest. Not "could they" or "should they" — are they actually, right now?

If the answer is "no" for long enough, the issue is no longer coaching. It's accountability.

YES
/NO**✓ SIGNS THEY'RE MATCHING**

- ☐ Acts on feedback between sessions
- ☐ Comes prepared to conversations
- ☐ Asks for help proactively
- ☐ Takes ownership of outcomes
- ☐ Shows improvement over time
- ☐ Drives their own development

✗ SIGNS THEY'RE NOT

- ☐ Same issues recurring after coaching
- ☐ Waits to be told what to do
- ☐ Commits during coaching, but doesn't follow through
- ☐ You prepare more than they do
- ☐ Results depend on your presence
- ☐ Excuses without accountability

4–6 LEFT, 0–2 RIGHT

Coaching. Keep investing — this is working.

MIXED SCORE

Mixed signals. Reset expectations and clarify ownership.

0–2 LEFT, 4–6 RIGHT

Carrying. Shift from motivation to accountability.

NEXT STEP**Are you coaching — or shifting to accountability?**

If you're carrying, the next conversation isn't about motivation. It's about standards. What specifically needs to change — and by when?

REMEMBER

Support people. Coach people. Believe in people. Just don't carry what was never yours to carry.