



S.M.A.R.T. COACHING SCORECARD

Created by Dr. Fred Toke, PsyD

Name: _____ Date: _____ Coach/Mentor: _____

Instructions: Rate each statement from 1 to 5 based on how accurately it describes you.

1 = Strongly Disagree 2 = Disagree 3 = Neutral/Sometimes 4 = Agree 5 = Strongly Agree.

S — SELF-AWARENESS

#	Assessment statement	1-5
S1	I understand my personal strengths and weaknesses.	___
S2	I recognize my emotions and understand what triggers them.	___
S3	I am aware of how my attitudes and behaviours affect others.	___
S4	I can acknowledge my mistakes without becoming overly defensive.	___
S5	I understand my core values, motivations, and priorities in life.	___
SELF-AWARENESS TOTAL		___ /25

M — MASTERY

#	Assessment statement	1-5
M1	I actively seek opportunities to improve my knowledge and skills.	___
M2	I can manage my emotions effectively in challenging situations.	___
M3	I have developed healthy habits and routines that support my goals.	___
M4	I am confident in applying my knowledge and abilities to solve problems.	___
M5	I consistently practise and improve the skills necessary for my personal growth.	___
MASTERY TOTAL		___ /25

A — ADAPTABILITY

#	Assessment statement	1–5
A1	I can adjust my plans when circumstances change unexpectedly.	___
A2	I remain open to new ideas, perspectives, and approaches.	___
A3	I can accept situations that are beyond my control.	___
A4	I am willing to change my strategies when my current approach is not working.	___
A5	I can remain resourceful and flexible when facing uncertainty.	___
ADAPTABILITY TOTAL		___ /25

R — REFRAMING

#	Assessment statement	1–5
R1	I can recognize when my thinking becomes overly negative or unhelpful.	___
R2	I can consider alternative explanations for difficult situations.	___
R3	I am able to view setbacks as opportunities for learning and growth.	___
R4	I can challenge my limiting beliefs and assumptions.	___
R5	I generally focus on possibilities rather than dwelling on limitations.	___
REFRAMING TOTAL		___ /25

T — TENACITY

#	Assessment statement	1–5
T1	I remain committed to my goals even when progress is slow.	___
T2	I can recover from disappointments and setbacks.	___
T3	I follow through on my commitments even when motivation decreases.	___
T4	I am willing to put in consistent effort to achieve meaningful goals.	___
T5	I look for ways to overcome obstacles rather than giving up easily.	___
TENACITY TOTAL		___ /25

SCORE SUMMARY & DEVELOPMENT PLAN

Convert each dimension score to a percentage: (score ÷ 25) × 100. Overall percentage: (total ÷ 125) × 100.

Dimension	Raw score	Percentage
Self-Awareness	___ /25	___ %
Mastery	___ /25	___ %
Adaptability	___ /25	___ %
Reframing	___ /25	___ %
Tenacity	___ /25	___ %
OVERALL	___ /125	___ %

Suggested interpretation: 81–100% High • 61–80% Above Average • 41–60% Developing • 20–40% Needs Attention

Reflection & coaching conversation

What have you discovered about yourself?

Which dimension is your greatest strength?

Which dimension needs the most attention?

What is one practical change you can begin this week?

How will you measure progress over the next 30 days?

30–90 Day Development Plan

Priority dimension	Current %	Target %	Action / accountability

Review date: _____ Client signature (optional): _____

Note: This is a coaching self-reflection tool, not a standardized or clinically validated psychological assessment. Score bands are illustrative.