**ICF Georgia Government Community of Practice**

**Low and No cost Coaching Resources List**

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| **Type of Resource** | **Resource Name** | **Description** | **Contact Information** |
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| **Assessments** |  |  |  |
| No Cost | VIA Character Strengths | By taking the VIA Survey you will discover your unique character strengths profile. Knowing and applying your highest character strengths is the key to you being your best self. | <https://www.viacharacter.org/> |
| Low Cost | Keirsey Temperament Sorter | Keirsey's four temperaments can be further subdivided, often referred to as "Character Types" or "Personality Types." There are four types of Artisans, four types of Guardians, four types of Rationals, and four types of Idealists, which make up for 16 types in total. This is similar to the Myers-Briggs personality test with the same four letter types. | <https://keirsey.com/> |
| No Cost | Core Self Tech | CoreSELFtech 10-minute Self-Discovery Process - Version 8.3Self-administered. All three steps are free (Self-Discovery, Validation, and Alignment) | <https://coreselfie.com/> |
| No Cost | OPM 360 | For Federal Employees Only. The purpose of the instrument is to help Federal managers identify their leadership strengths and development needs. Federal agencies as well as course participants from agencies across the government in OPM's Management Development Centers are using the assessment for succession planning and leadership development. See your federal HR Department/Training Department to register for the OPM 360. | <https://www.opm.gov/policy-data-oversight/data-analysis-documentation/employee-surveys/buy-services/opm-leadership-360/> |
| Low Cost | StrengthsFinder 2.0 | Online assessment available when you purchase the book. Amazon: $12.50. The book is a great client resource/gift. | <https://www.strengthsfinder.com> |
| Low Cost | Emotional Intelligence 2.0 | Online assessment available when you purchase the book. Amazon: $13.50. The book is a great client resource/gift. | [www.talentsmart.com](file:///C%3A%5CUsers%5Cridge%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5C07RWXJ8Z%5Cwww.talentsmart.com) |
| No Cost | 123 Test | Psychological tests for every career question and personal development. From career choice to IQ, personality and job test assessment practice.  | [https://www.123test.com/disc-personality-test/](https://gcc01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.123test.com%2Fdisc-personality-test%2F&data=02%7C01%7CWeber.Rebecca%40epa.gov%7Cd8c40839e211499162d008d85b185345%7C88b378b367484867acf976aacbeca6a7%7C0%7C0%7C637359507311884733&sdata=h871rjLdQcGGKO2I%2Fr1sj%2Bwa6yB7Oi082M6tgvu0SdM%3D&reserved=0) |
|  No Cost | Tony Robbins | FIND YOUR TRUE SELF. Understand your personality (DISC) to get ahead in your career, to communicate better in your relationships and to understand your personal patterns. Discover who you are at your core to live a more authentic life. | [https://www.tonyrobbins.com/disc/](https://gcc01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.tonyrobbins.com%2Fdisc%2F&data=02%7C01%7CWeber.Rebecca%40epa.gov%7Cd8c40839e211499162d008d85b185345%7C88b378b367484867acf976aacbeca6a7%7C0%7C0%7C637359507311894691&sdata=c1xUz8YlP9DMQ60Ik%2BaNnrXRKpVsmWtZcrmaWVhyooY%3D&reserved=0) |
| No Cost | 16 Personalities | In their free type descriptions you’ll learn what really drives, inspires, and worries different personality types, helping you build more meaningful relationships. This is similar to the Myers-Briggs personality test with the same four letter types. | <https://www.16personalities.com/free-personality-test> |
| **Tools** |  |  |  |
| No Cost & Low Cost | The Coaching Tools Company | Free brandable coaching tools, coaching questions, and newsletter. When you sign up for the newsletter you will receive a free coaching tool each month for a year. | <https://www.thecoachingtoolscompany.com/> |
| No Cost | Federal ECQ Balance Wheel exercise | This balance wheel is based upon 10 of the 28 Federal Executive Core Qualification (ECQ) leadership core competencies. |  |
| No Cost | Stem Sentence exercise | Stem sentences are incomplete sentences that you keep repeating with a different ending each time, without worrying if each ending was literally true or in conflict with the other endings. |  |
| No Cost | Wheel of Life exercise | For each section of the wheel, circle the number that represents your current level of satisfaction. The higher the number, the more satisfied you are in that area. |  |
|  No Cost | Six Words exercise | Many years ago, author Ernest Hemingway was asked to write a short story using six words. His response? “Baby shoes for sale. Never worn.” (He claimed it was his best work) Since that time, the six-word format has gained popularity as a fun way for teams to get into the storytelling game. Now it’s your turn. Tell us your Office’s story or favorite memory in six words. No more, no less. |  |
| No Cost & Low Cost | MindTools | Quizzes, Templates and Worksheets, Bite-Sized Training, Book Insights (Audio), Career Café, Expert Interviews (Audio), Forums, Infographics, Learning streams, Mind Tools App    | <https://www.mindtools.com/> |
| No Cost | When I Work | 32 free Team Building exercises | <https://wheniwork.com/blog/team-building-games> |
| **Books** |  |  |  |
| Low Cost | Talk About It: 12 Steps to Having Transformational Conversations...Even When You Disagree | Author Toi B. James shares techniques proven successful in coaching sessions that will help you or your organization talk about the things that matter | Author: Toi B. James |
| Low Cost | The Art of Coaching | Multiple tips and tools for coaches.  | Authors: Jenny Bird, Sarah Gornall |
| Low Cost | Liminal Thinking | Johari Window & Character Traits exercise  | Author: Dave Gray |
| Low Cost | Coaching for Performance | The GROW coaching model: Goal Setting, **R**eality Checking, **O**ptions, and **W**hat is to be done and **W**hen | Author: John Whitmore |
| Low Cost | Coaching as a Leadership Style | Four Square coaching model: Applying the activities of support and challenge to the elements of thought and action | Author: Robert F. Hicks |
| Low Cost | Group and Team Coaching | An essential guide on conducting group and team coaching | Author: Christine Thornton |
| Low Cost | Words that Change Minds | Mastering the Language of Influence  | Author: Shelle Rose Charvet |
| Low Cost | Executive Coaching for Results | A guidebook for developing organizational leaders | Authors: Brian Underhill, Kimcee McAnally, John Koriath |
| Low Cost | The Handbook for Knowledge-Based Coaching | Filling the gap between the theory of coaching and how to coach | Authors: Leni Wildflower, Diane Brennan |
| Low Cost | Evidence-Based Coaching Handbook | A reference that brings scientifically proven approaches to the practice of personal and executive coaching | Authors: Diane Stober, Anthony Grant |
| Low Cost | Executive Coaching with Backbone and Heart | A systems approach to engaging leaders with their challenges | Author: Mary Beth O’Neill |
| Low Cost | Secrets of an Executive Coach | Proven methods for helping leaders excel under pressure | Author: Alan Downs |
| Low Cost | Appreciative Coaching | Describes a coaching approach that is rooted in appreciative inquiry | Authors: Sara Orem, Jacqueline Binkert, Ann Clancy |
| Low Cost | The Solutions Focus | Making Coaching and Change Simple | Authors: Paul Jackson, Mark McKergow |
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