



# Executive Coaching Tools

As a small business owner (or executive coach), your ability to lead effectively, make informed decisions, and foster growth is paramount. Executive coaching plays a key role in sharpening those skills, but to fully leverage its potential, having the right set of tools is crucial. From classic assessments that highlight your strengths to advanced AI-driven solutions that offer real-time feedback, here's a comprehensive look at tools that can transform your leadership journey.

## Free Tools to Build Self-Awareness, Clarity, and Communication

In any leadership role, self-awareness is foundational. Free tools offer accessible ways to start your journey toward understanding your behavior, strengths, and communication style.

### 5 Love Languages (5 Love Languages)

While primarily known for its use in personal relationships, the 5 Love Languages can be a game-changer in professional settings. Understanding how your team prefers to receive appreciation—whether through words, acts of service, or quality time—can help boost morale and build stronger, more cohesive teams.

### 16Personalities (16Personalities.com)

Based on the Myers-Briggs Type Indicator (MBTI) framework, the 16Personalities test is a free tool that helps leaders and individuals understand their personality type, preferences, and how they interact with others. This can enhance team dynamics and self-awareness in leadership.

### Assertiveness Test (PsychologyToday.com)

This free test assesses how assertive an individual is in communication and leadership situations. It helps leaders recognize whether they need to improve their assertiveness for more effective leadership.

### Conflict Management Style Assessment (UNF)

There are five core conflict management styles: Competing, Collaborating, Avoiding, Accommodating, and Compromising. Do you know which one you utilize most often when approached with a conflict? Take this 15-question assessment to figure it out.



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## **Emotional Intelligence Quiz ([Greater Good Science Center](#))**

This free quiz offers a basic evaluation of emotional intelligence (EQ), which is crucial for effective leadership. It helps individuals understand their ability to perceive and manage their own emotions and the emotions of others.

## **Enneagram Personality Test ([Truity](#))**

This tool offers deeper insights into personality types by classifying people into nine categories. It helps you identify your core motivations and fears, which in turn influence your leadership style and relationships with your team.

## **High5 Test ([High5Test.com](#))**

The High5 Test is a free strengths assessment tool that helps individuals identify their top five strengths. It is useful for both personal development and leadership growth by encouraging leaders to focus on leveraging their innate strengths in daily interactions and decision-making.

## **Johari Window ([MindTools](#))**

A self-awareness and interpersonal tool that helps leaders understand how they are perceived by others and how they can improve communication and team dynamics.

## **Open DISC Personality Test ([123Test.com](#))**

This free version of the DISC assessment offers insights into an individual's communication style, strengths, and weaknesses. It's a great starting point for leaders who want to improve how they interact with and motivate their teams.

## **Reflective Journaling ([Positive Psychology](#))**

Regular self-reflection is a powerful tool in leadership. Keeping a reflective journal allows you to capture daily experiences, challenges, and learnings. Over time, you can track patterns in your thinking and behavior, which leads to greater personal insight and stronger leadership presence.



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## Satisfaction with Life Scale ([University of Pennsylvania](#))

Running a business can be demanding, often leaving little room for personal fulfillment. This introspective tool helps assess overall life satisfaction and brings attention to areas of your life that may need rebalancing—because a well-rounded leader is a more effective one.

## The Big Five Aspects Scale ([Truity](#))

This tool explores five major personality traits—Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism—offering nuanced insights. By understanding these traits, you can better navigate interpersonal relationships, improve decision-making, and tailor your leadership approach to fit different situations.

## Strengthscope ([Strengthscope.com](#))

Strengthscope is a strengths-based assessment that identifies unique personal strengths and offers insights into how leaders can leverage them. It is commonly used for leadership development, team-building activities, and improving employee engagement and productivity.

## TalentSmart EQ Appraisal ([TalentSmart.com](#))

TalentSmart's EQ Appraisal measures emotional intelligence and provides feedback for leaders to improve their personal and social competence. It is a highly practical tool for leadership development and team dynamics, as emotional intelligence is key to managing relationships effectively.

## VIA Inventory of Strengths ([VIA Character](#))

Knowing your strengths allows you to play to them effectively in both leadership and business strategy. The VIA Inventory highlights qualities like creativity, bravery, leadership, and humility, providing a solid foundation for self-confidence and more intentional growth.



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## Paid Tools to Deepen Leadership, Collaboration, and Conflict Management

While free tools offer excellent starting points, investing in paid tools provides more sophisticated insights and actionable feedback. These tools dive deep into leadership potential, communication styles, and conflict management, all essential for guiding teams and scaling businesses.

### **CAPP Strengths Profile ([CAPPfinty.com](https://cappfinty.com))**

The CAPP Strengths Profile helps leaders and individuals identify their key strengths and areas for development. It is used for leadership growth, talent management, and increasing employee engagement by focusing on strength-based development.

### **Connor-Davidson Resilience Scale ([PsychTests](https://psychtests.com))**

Resilience is crucial for leaders facing ongoing challenges. This assessment measures your ability to thrive in the face of adversity, providing insights that can help you build mental toughness and adaptability—key traits for long-term leadership success.

### **Center for Creative Leadership (CCL) Assessment Tools ([Center for Creative Leadership](https://www.ccl.umd.edu))**

CCL offers a variety of assessments that focus on specific leadership skills and competencies such as emotional intelligence, strategic thinking, and leading change. These tools can be used to target specific development needs and track progress over time.

### **Cultural Intelligence Scale (CQS) ([Cultural Intelligence Center](https://www.culturalintelligence.com))**

For leaders working in diverse or international environments, the CQS assesses your ability to relate and work effectively across cultures. It measures four capabilities: Drive, Knowledge, Strategy, and Action, helping you navigate the complexities of global business environments.

### **DISC Assessment ([DISC Profile](https://www.diss.com))**

DISC analyzes how you interact with others under pressure, how you respond to challenges, and how you influence others. Understanding whether you are more dominant, influential, steady, or conscientious helps you lead your team more effectively and communicate in a way that resonates.



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## **Emotional Intelligence Assessments ([MHS](#))**

Tools like the EQ-i 2.0 (Emotional Quotient Inventory) or the Genos Emotional Intelligence Inventory offer in-depth analysis of your emotional intelligence. These assessments help you understand and improve your ability to perceive, use, understand, and manage emotions—crucial skills for effective leadership and team management.

## **Facet5 ([Facet5Global.com](#))**

Facet5 is a personality assessment tool that offers deep insights into individual behavior and personality traits. It is particularly useful for leadership development, improving communication, and team building. By identifying key traits, leaders can tailor their approach to better align with team dynamics and individual strengths.

## **FIRO-B ([Fundamental Interpersonal Relations Orientation-Behavior](#)) ([CPP.com](#))**

FIRO-B assesses interpersonal needs and how these influence behavior in leadership and team settings. It is widely used to improve team dynamics, collaboration, and leadership by providing insights into how individuals interact with others.

## **Gallup's StrengthsFinder ([Gallup](#))**

Gallup's tool is all about discovering and maximizing your innate talents. Once you know your top strengths, you can focus your energy on leveraging them to achieve better business outcomes, rather than wasting time on areas that aren't your natural focus.



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## **Harrison Assessments ([HarrisonAssessments.com](https://www.harrisonassessments.com))**

Harrison Assessments focus on aligning individual traits with the right roles in an organization. This tool is beneficial for both leadership development and recruitment, as it helps ensure that a leader's strengths are matched with the responsibilities that fit their personality and business goals.

## **Hogan Assessments ([Hogan Assessments](https://www.hoganassessments.com))**

Hogan offers a suite of assessments that focus on personality, values, and cognitive abilities. These tools can be used to predict leadership potential, identify derailleurs that could hinder success, and develop strategies for maximizing strengths and mitigating weaknesses.

## **Insights Discovery ([Insights.com](https://www.insights.com))**

Insights Discovery uses Jungian psychology principles and a color-coded system to help leaders understand their communication styles and improve interactions with their teams. This tool is popular for leadership development, team-building workshops, and personal growth.

## **Kirton Adaptation-Innovation Inventory ([Kirton Foundation](https://www.kirtonfoundation.org))**

This tool measures your preferred approach to problem-solving, creativity, and decision-making. Understanding whether you tend towards adaptive or innovative thinking can help you leverage your strengths and build more balanced teams, fostering innovation within your organization.

## **Korn Ferry Leadership Architect ([Korn Ferry](https://www.kornferry.com))**

This tool provides a framework for understanding and developing leadership capabilities. It includes assessments, learning resources, and development planning tools that can be used to create a personalized leadership development journey.

## **Leadership Circle Profile (LCP) ([Leadership Circle](https://www.leadershipcircle.com))**

This assessment tool provides a comprehensive view of leadership effectiveness, linking leadership behaviors to underlying beliefs and mindsets. It helps leaders understand how their inner world drives their outer actions and offers insights into areas for development.



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## **Leadership Practices Inventory (LPI) ([Leadership Challenge](#))**

Based on five core leadership practices—Modeling the Way, Inspiring a Shared Vision, Challenging the Process, Enabling Others to Act, and Encouraging the Heart—this tool provides a structured path for leadership development, helping you become a more well-rounded and visionary leader.

## **Leadership Versatility Index (LVI) ([KaplanDeVries.com](#))**

The LVI is a 360-degree assessment designed to evaluate leadership versatility. It focuses on balancing key strengths and addressing areas that need improvement, helping leaders develop more adaptable and effective leadership styles.

## **MindsetWorks ([MindsetWorks.com](#))**

Based on the concept of a growth mindset, MindsetWorks offers resources for leadership development and team training. This tool helps leaders embrace challenges, foster continuous learning, and promote adaptability in themselves and their teams.

## **Myers-Briggs Type Indicator (MBTI) ([MBTI Official](#))**

The MBTI breaks people into 16 personality types based on preferences in how they perceive the world and make decisions. Knowing your MBTI type helps in understanding your decision-making process, and it also helps in building a team with complementary strengths.

## **Personal Values Assessment (PVA) ([ValuesCentre.com](#))**

The PVA is a tool that helps leaders identify their core personal values. By understanding what drives their decisions and behaviors, leaders can align their leadership style and business strategies with their values to create more authentic and purpose-driven leadership.

## **Saville Assessment ([Saville Assessment](#))**

Saville takes things a step further by combining aptitude with personality assessments. This tool is especially useful for business owners looking to identify both leadership potential and the practical skills necessary for job performance. The feedback is not just theoretical—it offers concrete steps for improvement.



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## **Situational Leadership II (SLII) Assessment ([Situational](#))**

This tool helps leaders understand how to adapt their leadership style to different situations and team members' developmental levels. It teaches you to diagnose the needs of an individual or a team and then use the appropriate leadership style to respond to the situation effectively.

## **SurveySparrow 360 Feedback ([SurveySparrow](#))**

Getting feedback from multiple sources—your peers, subordinates, and supervisors—provides a holistic view of your leadership strengths and areas for growth. This 360-degree feedback tool is invaluable in identifying blind spots and understanding how others perceive your leadership.

## **The 5 Voices ([5 Voices](#))**

Understanding your communication style is crucial, but it's just as important to know how others perceive you. The 5 Voices tool helps you identify your primary voice (Nurturer, Creative, Guardian, Connector, or Pioneer) and teaches you how to adapt your style to different team members, ensuring better collaboration.

## **Thomas-Kilmann Conflict Mode Instrument (TKI) ([Kilmann Diagnostics](#))**

Conflict is inevitable in any team or business setting. TKI helps you understand your default conflict style (e.g., Competing, Accommodating, Avoiding, Collaborating, or Compromising) and teaches you how to approach conflict in ways that foster better outcomes for both you and your team.

## **Team Diagnostic Survey (TD [Teamwork](#))**

This tool focuses on team interactions and effectiveness. It provides insights into team dynamics, helping leaders identify strengths and areas for improvement in their teams' collaboration and performance—essential for building high-performing teams.

## **Zenger Folkman's Extraordinary Leader 360 Assessment ([Zenger Folkman](#))**

This paid tool offers a 360-degree leadership assessment focused on strengths-based leadership, providing detailed insights on leadership behaviors and how to improve them.





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## AI-Powered Tools: A New Era of Personalization and Precision

AI is transforming the coaching landscape by providing personalized, data-driven insights that enhance traditional coaching methods. For small business owners who want to stay ahead of the curve

### **BetterUp ([BetterUp.com](https://www.betterup.com))**

BetterUp leverages AI to provide personalized coaching focused on mental fitness, leadership development, and well-being. The platform offers actionable insights and performance assessments to enhance leadership capabilities and emotional intelligence. Integrating AI into coaching can offer unparalleled support.

### **Bunch ([Bunch](https://www.bunch.com))**

Bunch provides daily leadership coaching by sending you personalized insights based on your leadership style, challenges, and goals. It's a quick and accessible way to get leadership advice tailored specifically to your current situation.

### **Calendly ([Calendly](https://www.calendly.com))**

Every small business owner knows how time-consuming scheduling can be. Calendly streamlines this process by acting as a virtual assistant, managing your meetings and freeing you up to focus on more strategic business tasks.

### **CoachAccountable ([CoachAccountable.com](https://www.coachaccountable.com))**

CoachAccountable automates the administrative side of coaching by managing billing, contracts, scheduling, and client tracking. It enhances coaching efficiency by providing session tracking and reporting, allowing coaches to focus more on their clients.

### **Evernote ([Evernote](https://www.evernote.com))**

Evernote helps you stay organized by keeping all your notes, ideas, and resources in one place, ensuring that nothing is lost in the busyness of running a business.



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## **Fathom ([Fathom](#))**

Fathom takes the hassle out of note-taking during coaching sessions by automatically transcribing key points, allowing you to stay fully engaged during meetings while having a record of the conversation for review later.

## **Ginger ([Ginger.com](#))**

Ginger provides on-demand behavioral health coaching via chat and video, using AI to support emotional and mental well-being. Leaders can use this tool to manage stress, build resilience, and improve their mental health.

## **Jasper ([Jasper](#))**

Focused on business growth, Jasper uses AI to analyze your business's data and provides recommendations on how to improve operations, increase revenue, and hit strategic goals. Whether you need help optimizing marketing or making financial decisions, Jasper offers actionable insights.

## **LEADx ([LeadX.org](#))**

LEADx is an AI-powered leadership development platform that delivers daily personalized coaching nudges to enhance decision-making and leadership effectiveness. It focuses on improving leadership habits and team management skills.

## **MentorcliQ ([MentorcliQ.com](#))**

This AI-driven mentorship software matches mentors with mentees to support leadership development and career growth. MentorcliQ guides mentorship programs with personalized recommendations and feedback.

## **Microsoft Co-Pilot ([Microsoft](#))**

Microsoft Co-Pilot takes AI-driven coaching to the next level by acting as a real-time assistant embedded in your daily work processes. This AI-powered tool integrates with your existing business systems, analyzes data in real-time, and offers actionable insights to guide decision-making and enhance leadership abilities.



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## Noa ([Noa](#))

Leadership isn't just about strategy—it's also about well-being. Noa uses AI to track your mood, stress levels, and overall mental health, offering personalized coaching to help you manage anxiety, prevent burnout, and maintain resilience.

## Pinsight ([Pinsight](#))

By simulating real-life leadership scenarios, Pinsight allows you to test and refine your leadership abilities in a controlled, AI-driven environment. The tool adapts to your performance, offering personalized feedback and helping you sharpen skills like decision-making, crisis management, and emotional intelligence.

## Poised ([Poised](#))

Poised is an AI tool that helps refine your communication skills in real-time. Whether you're preparing for a presentation or leading a team meeting, Poised offers feedback on your tone, clarity, and presence, allowing you to continually improve your communication effectiveness.

## Primalogik ([Primalogik.com](#))

Primalogik is an employee performance management platform with integrated AI features like 360-degree feedback, performance reviews, and surveys. It helps coach leaders and employees toward continuous improvement with actionable insights.

## Replika ([Replika.ai](#))

Replika, although primarily a conversational AI for personal reflection, can be used as a self-coaching tool. It helps users explore emotional intelligence, self-awareness, and stress management through interactive conversations.

## Sherpa ([SherpaCoach.com](#))

Sherpa is a performance and leadership coaching platform using AI to analyze behaviors and provide personalized coaching feedback. It focuses on improving leadership productivity and performance.



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## **Symbal.ai** ([Symbal.ai](#))

Symbal.ai offers real-time conversational intelligence, analyzing communication patterns, engagement, and emotional intelligence. This tool is useful for communication coaching and improving leadership interactions.

## **TrueCoach** ([TrueCoach](#))

TrueCoach acts as a personal trainer, offering customized fitness programs based on your goals. This tool adapts to your progress and fitness level, helping you improve your physical health—an essential part of sustaining your leadership stamina.

## **Virtuagym** ([Virtuagym](#))

Physical health plays a significant role in leadership performance. Virtuagym uses AI to design workout plans tailored to your body type, fitness level, and personal goals. By improving your physical health, you'll find more energy and focus to lead your business.

## **x.ai** ([x.ai](#))

Like Calendly, x.ai serves as a virtual assistant, managing your meetings, scheduling appointments, and ensuring that your calendar remains balanced and productive.

## **Balancing AI with Human Insight in Coaching**

While AI-based tools offer incredible efficiencies and deep insights, the human element remains critical in executive coaching. The best coaching relationships are built on trust, empathy, and shared understanding—qualities that technology, while helpful, cannot fully replicate.

For small business owners, the future of coaching lies in finding the right balance between leveraging AI's precision and maintaining the personal touch that makes coaching so impactful. By carefully selecting the tools that align with your business goals and personal development needs, you can supercharge your growth and lead your business with confidence and clarity.