

In-House Coaching Survey PM0109

IN-HOUSE COACHING IMPACT ASSESSMENT

Thank you for taking part in this brief survey. The survey contains 11 questions and should take no more than 5 minutes to complete. The survey is designed to help us understand the benefits in-house coaching is providing within [ORGANIZATION NAME]. Most questions ask you to comment on what you perceive have been the benefits or otherwise resulting from staff receiving coaching or to consider how effectively or otherwise coaching is delivered. Your responses are completely anonymous and cannot be related to yourself or any other person.

1. On average, approximately how much time do you spend overall preparing for, conducting and following-up on coaching conversations each month? Please round up to the nearest hour, or half hour if less than 1 hour, e.g. input "3" for 2.5 hours or "0.5" for 20 minutes.

2. Please state your role (OPTIONAL).

3. Coaching conversations focus on topics which are both important for an individual's objectives and are also relevant to business need.

Strongly Disagree Tend to Disagree Tend to Agree Strongly Agree Not Appropriate or Feel Unable to Comment

4. I'm often aware that in coaching conversations we stray away from the "pure" coaching principles covered in training (for example, I start offering opinions or making assumptions about what a coachee is saying, or find myself asking questions which don't help a coachee think for themselves).

Strongly Disagree Tend to Disagree Tend to Agree Strongly Agree Not Appropriate

5. I believe that the individuals who receive coaching fully play their part to ensure they gain the maximum benefit from coaching.

Strongly Disagree Tend to Disagree Tend to Agree Strongly Agree Not Appropriate or Feel Unable to Comment

6. Coachees understand the purpose of coaching and know how coaching differs from other development support which may be offered to them.

Strongly Disagree Tend to Disagree Tend to Agree Strongly Agree Not Appropriate

7. In putting the knowledge and skills I gained from coaching training into practise, I've felt well equipped by the training and support which I've received.

Strongly Disagree Tend to Disagree Tend to Agree Strongly Agree Not Appropriate or Feel Unable to Comment

8. Following coaching sessions, I can often recognise positive change in the people I coach.

Strongly Disagree Tend to Disagree Tend to Agree Strongly Agree Not Appropriate

9. Generally, I believe that the time individuals spend coaching or being coached pays back in terms of what both they and the business get back in return.

Strongly Disagree Tend to Disagree Tend to Agree Strongly Agree Not Appropriate or Feel Unable to Comment

10. Coaching gives tangible benefits for the organisation in terms which could be measured.

Strongly Disagree Tend to Disagree Tend to Agree Strongly Agree Not Appropriate or Feel Unable to Comment

11. If you can, please give one specific example of a way in which coaching has enabled an individual to perform better in their role or otherwise benefited more quickly than might have been the case had they not received coaching. To protect anonymity, please do not include anyone's name.

THANK YOU FOR COMPLETING THIS SURVEY. PLEASE CLICK 'SUBMIT' TO REGISTER YOUR ANSWERS (COMPLETELY ANONYMOUSLY).

Please contact info@proactivestyle.com if you have any questions regarding this survey.