

In-House Coaching Survey UM0109

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 which 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 receiving coaching or to consider how effectively or otherwise you believe coaching is currently 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 indicate the approximate number of minutes you spend each month on these activities, e.g. input "30" for half an hour or "90" for one and a half hours.

2. Please state your role (OPTIONAL).

3. Coaching conversations focus on topics which are both important for my objectives and are also relevant to [ORGANIZATION NAME].

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 "pure" coaching (for example, my coach starts offering opinions or making assumptions about what I'm saying, or they ask questions which don't help me reflect on a particular topic).

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

5. I believe that I fully play my part to ensure that I gain the maximum benefit from coaching.

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

6. I understand the purpose of coaching and know how coaching differs from other types of development support I receive.

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

7. My coach seems to have the skills and knowledge needed to coach effectively.

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 that I have made positive changes.

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 you to perform better in your role or otherwise benefited more quickly than might have been the case had you 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.