



COACHING EXERCISE #16

Coaching Process Evaluation

1 = Strongly Agree, 2 = Agree, 3 = Undecided, 4 = Disagree, 5 = Strongly Disagree

Coaching Process	1	2	3	4	5
The objectives and expectations for my coaching engagement were clear.	1	2	3	4	5
The roles of those involved in the coaching engagement were clear to me (e.g., Sponsor, HR, manager, coach).	1	2	3	4	5
The coaching I undertook was useful for my professional development.	1	2	3	4	5
Overall, I reached my coaching goals	1	2	3	4	5
My coach demonstrated strong Business Acumen (e.g., understands our business, our products/services).	1	2	3	4	5
My coach demonstrated strong Coaching Skills (e.g., establishes trust, challenges constructively, communicates effectively, actively listens, thinks conceptually).	1	2	3	4	5
My coach demonstrated strong Personal and Professional integrity (e.g., maintains confidentiality, has credibility, acts with integrity and ethics)	1	2	3	4	5
Overall I was satisfied with the coaching I received.	1	2	3	4	5
Overall, my relationship with my coach made a big difference in how successful the executive coaching process went.	1	2	3	4	5
My coach tends to provide specific recommendations, suggestions and ideas to help realize my goals.	1	2	3	4	5
My coach delivered constructive and credible feedback that helped me to work effectively through my development plan.	1	2	3	4	5
My coach used penetrating questions to get me to view things in a different light.	1	2	3	4	5
My coach motivated me to initiate and maintain important goals.	1	2	3	4	5
My coach recommended and provided valued resources that are specific to my coaching goals (e.g., books, articles, websites, etc.).	1	2	3	4	5

My coach routinely checked in and followed up with me in between the coaching sessions we have.	1	2	3	4	5
My coach utilized assessments that help me to understand and clarify my signature strengths and personality.	1	2	3	4	5
I would return to this coach if another professional issue arose in the future.	1	2	3	4	5
A development plan guided the course of action for my coaching engagement.	1	2	3	4	5
As a result of the coaching I gained new knowledge, skills or abilities.	1	2	3	4	5
Please identify the areas where you gained in insight or knowledge as a result of the coaching:	1	2	3	4	5
Please identify the specific areas where you gained in skill or ability as a result of the coaching:	1	2	3	4	5
I feel my organization was committed to supporting me in this coaching engagement.	1	2	3	4	5
Overall, the coaching process has helped me to become a more effective leader.	1	2	3	4	5
I would recommend this coach to others (e.g., Colleagues, associates, etc.).	1	2	3	4	5
What things contributed most to the success of your coaching engagement?					
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If you were able to assign a dollar figure to the value of your organization has realized from your coaching engagement, how would you quantify that amount?					