



## ENABLE EXERCISE #9

### Sample Coaching Evaluation

The following performance coaching questions could easily be asked of the client's manager (or other key stakeholders in the organization).

<b>Please indicate the progress made by circling a number below. If you are unable to answer, please skip the question.</b>					
▪ Compared with six months ago, has this individual's credibility, respect, and effectiveness increased (circle 4 or 5), stayed the same (circle 3), or decreased (circle 1 or 2)?	1	2	3	4	5
▪ Compared to six months ago, has this individual's self-awareness regarding the impact of his/her decisions and actions on others increased, stayed about the same, or decreased?	1	2	3	4	5
▪ Compared with six months ago, have favorable perceptions of this individual as a leader within this organization improved, stayed about the same, or diminished?	1	2	3	4	5
▪ Compared with six months ago, has the morale of this individual's direct staff in the organization improved, stayed about the same, or diminished?	1	2	3	4	5
▪ Compared with six months ago, has the leader's overall performance on the job improved, stayed about the same, or diminished?	1	2	3	4	5
▪ Please add any additional comments relevant to this individual's development as a leader below:					