



COACHING EXERCISE #6

Executive Coaching Evaluation

Name of Individual Being Coached:

Name of Assessor/Relationship:

Date:

Please indicate if the person has become *more or less effective* as a result of the coaching process using the scale below.

1 = A Great Deal Less Effective; 2= Less Effective; 3= No Change; 4 = More Effective; 5=A Great Deal More Effective

1. Compared with 6 months ago, has this individual's <u>credibility, respect and reputation</u> as seen by others increased (circle 4 or 5), stayed the same (circle 3) or decreased (circle 1 or 2)?	1	2	3	4	5
2. Compared to 6 months ago has this individual's <u>self-awareness</u> regarding the impact of his/her decisions and actions on others increased (circle 4 or 5), decreased, stayed about the same (circle 3) or decreased (circle 1 or 2)?	1	2	3	4	5
3. Compared with 6 months ago, have <u>favorable perceptions</u> of this individual as a leader and manager within this organization improved (circle 4 or 5), stayed about the same (circle 3) or diminished (circle 1 or 2)?	1	2	3	4	5
4. Compared with 6 months ago, has the <u>morale of his/her direct reports</u> in the organization improved (circle 4 or 5), stayed about the same (circle 3) or diminished (circle 1 or 2)?	1	2	3	4	5
5. Compared with 6 months ago, has the executive's <u>overall performance and effectiveness</u> on the job improved (circle 4 or 5), stayed about the same (circle 3) or diminished (circle 1 or 2)?	1	2	3	4	5

Please add any additional comments relevant to this individual's development as a leader and manager below: