

THE COACHING EFFECT SURVEY REPORT

FIRSTNAME LASTNAME

Organization Name

11 . 14 . 2023



Welcome to your Coaching Effect Survey Report.

To grow as a leader, it's vital to get feedback from the people most impacted by your coaching – your team members. This report provides insight into your coaching through the eyes of your team, as well as specific development ideas. When you know what you do best as a leader or how you can improve, you will be ready to continually grow your coaching effect!

For more information on our research, please visit www.ecsellinstitute.com

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YOUR SURVEY HIGHLIGHTS



OF YOUR TEAM MEMBERS THAT COMPLETED THE SURVEY

32



DATE(S) YOUR TEAM MEMBERS COMPLETED THE SURVEY

4/7/23 - 4/19/23



YOUR HIGHEST-RATED COACHING THEME

Challenge



YOUR HIGHEST-RATED COACHING QUESTIONS

- My manager makes this a fun place to work.
- My manager clearly communicates their expectations.
- My manager is very knowledgeable about the kind of work that I do.

HOW TO READ YOUR REPORT

Here's how to understand the data in your report.

Scoring of Survey Questions

We score survey questions two different ways. For the key insight questions, your team members were given a statement alongside a 1 to 10 scale, with 10 high, to rate how much they agreed with that statement. Your score is the average of your team members' ratings on this 10-point scale.

On all theme and activity questions, your team members were given a statement alongside a 5-point scale of strongly agree to strongly disagree to rate how much they agreed with that statement. Your score is the percent of your team members that gave a rating of strongly agree or agree. We call this a "positive score," as it shows the percent of your team members that rated you positively on this statement.

Survey Benchmarks

In the charts throughout your report, you will see your survey scores alongside two different benchmarks – the average of leaders at your organization and an external benchmark of leaders from other organizations. These benchmarks provide some context for your own survey scores, as they show you how you compare to your peers.

Focus Questions

At the bottom of each coaching theme page, you will see two focus questions chosen just for you based on your survey scores. Each focus question will include a development idea on how you can either maintain or improve your skills on this question. You can use these focus questions and development ideas to build your action plan at the end of your survey report.

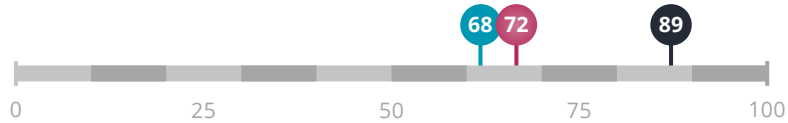
KEY INSIGHT SCORES

The three most important overall indicators of your coaching impact.



CONNECTION:

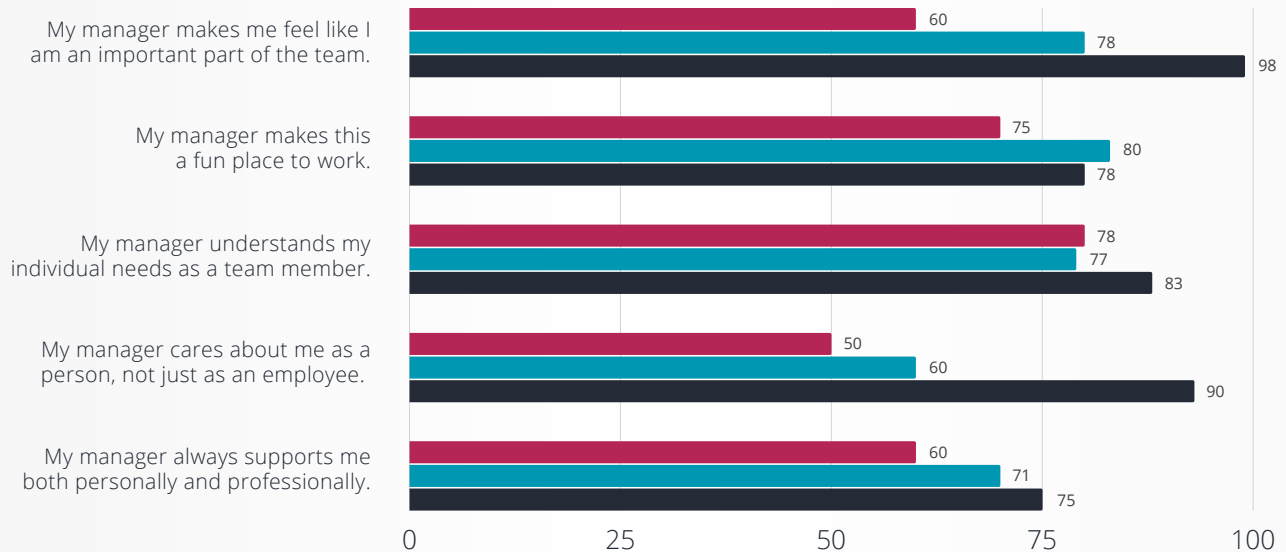
Building relationships of trust with team members.



● Your Average ● Your Organization Average ● Top Performer Average

72%

**YOUR OVERALL
CONNECTION
SCORE**



FOCUS QUESTIONS

Focus question: [Insert top-rated question here]

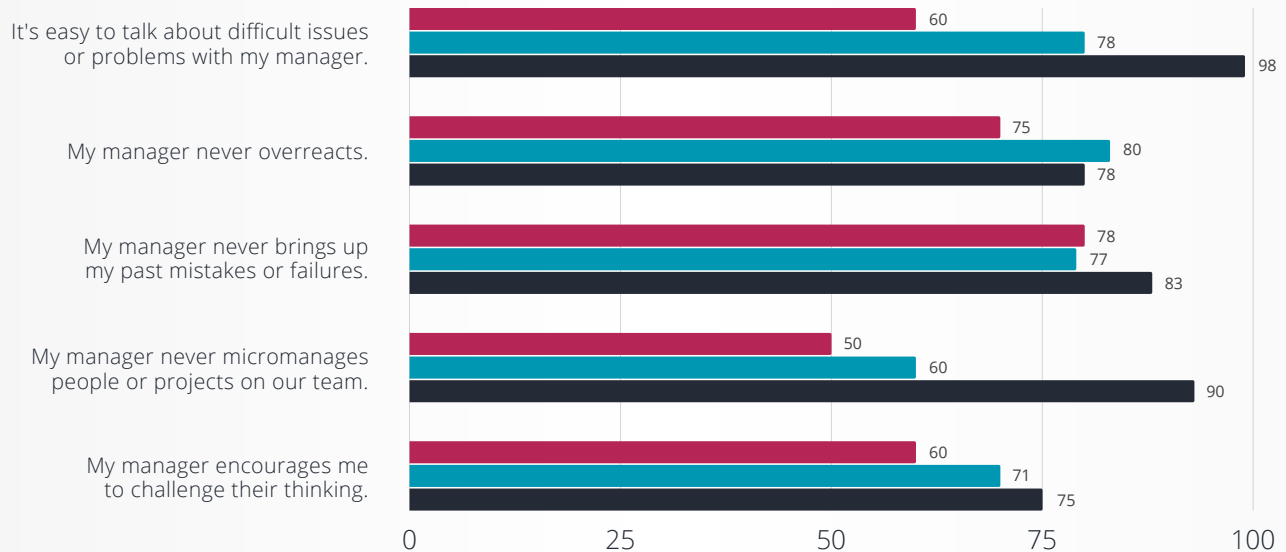
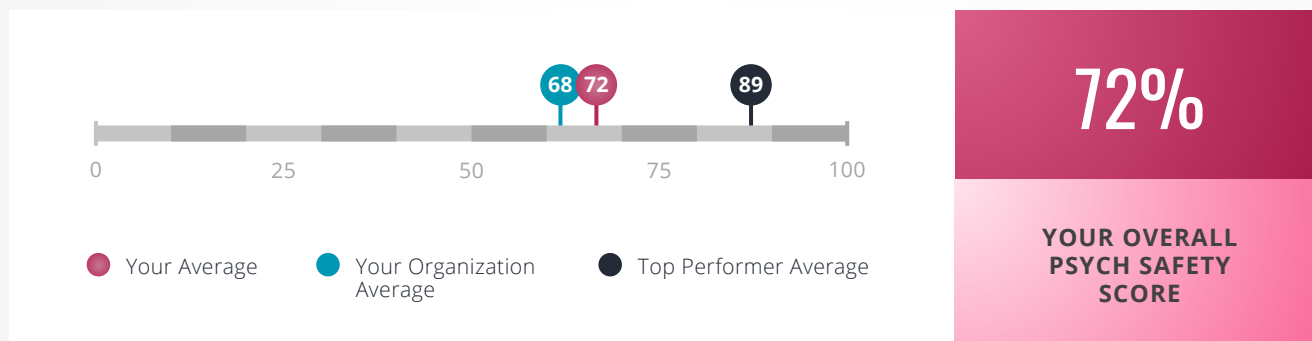
Development idea:

Focus question: [Insert lowest-rated question here]

Development idea:

PSYCH SAFETY:

Constructing an environment that allows team members to be their own true self without fear of negative consequences.



FOCUS QUESTIONS

Focus question: [Insert top-rated question here]

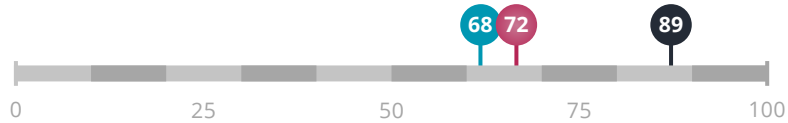
Development idea:

Focus question: [Insert lowest-rated question here]

Development idea:

STRUCTURE:

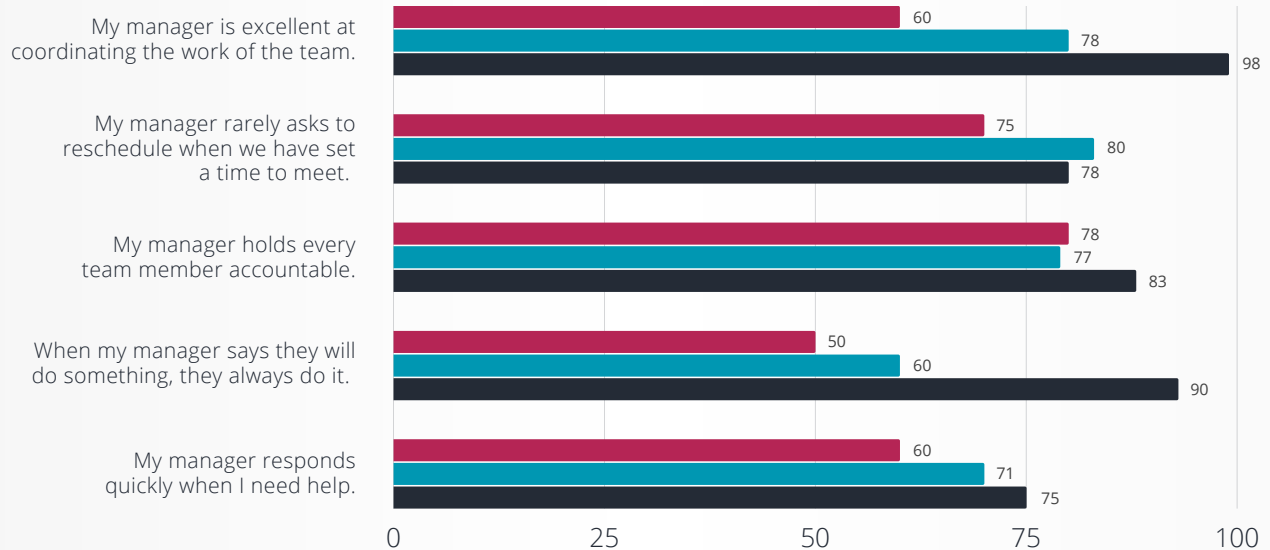
Establishing an organized, consistent, and predictable team environment.



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72%

**YOUR OVERALL
STRUCTURE
SCORE**



FOCUS QUESTIONS

Focus question: [Insert top-rated question here]

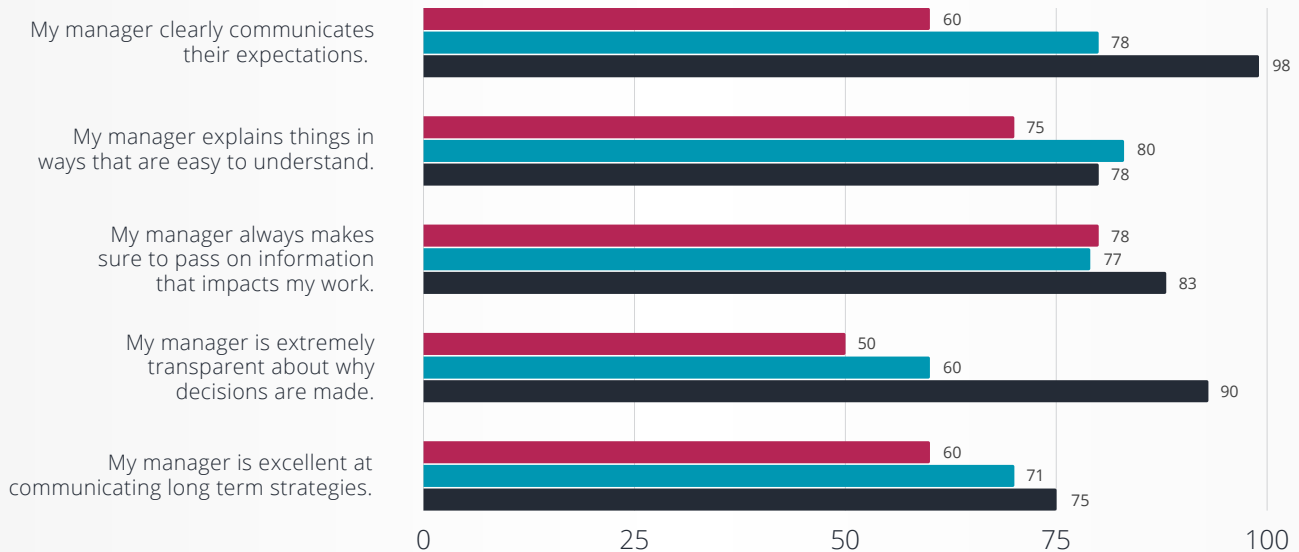
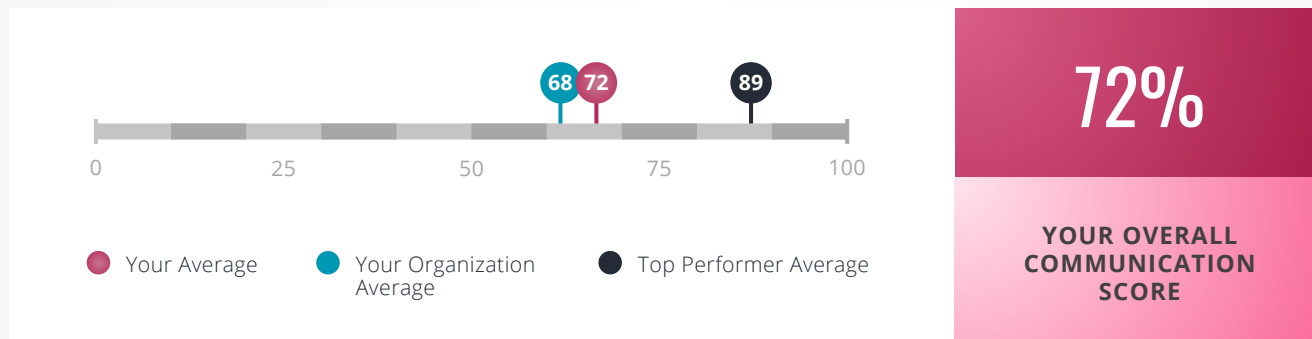
Development idea:

Focus question: [Insert lowest-rated question here]

Development idea:

COMMUNICATION:

Effectively sharing information, strategies, and expectations with team members.



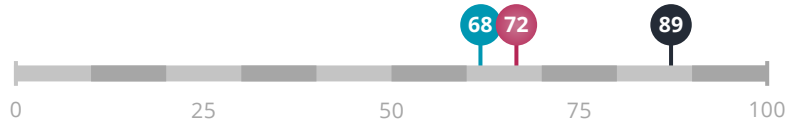
FOCUS QUESTIONS

Focus question: [Insert top-rated question here]
Development idea:

Focus question: [Insert lowest-rated question here]
Development idea:

CHALLENGE:

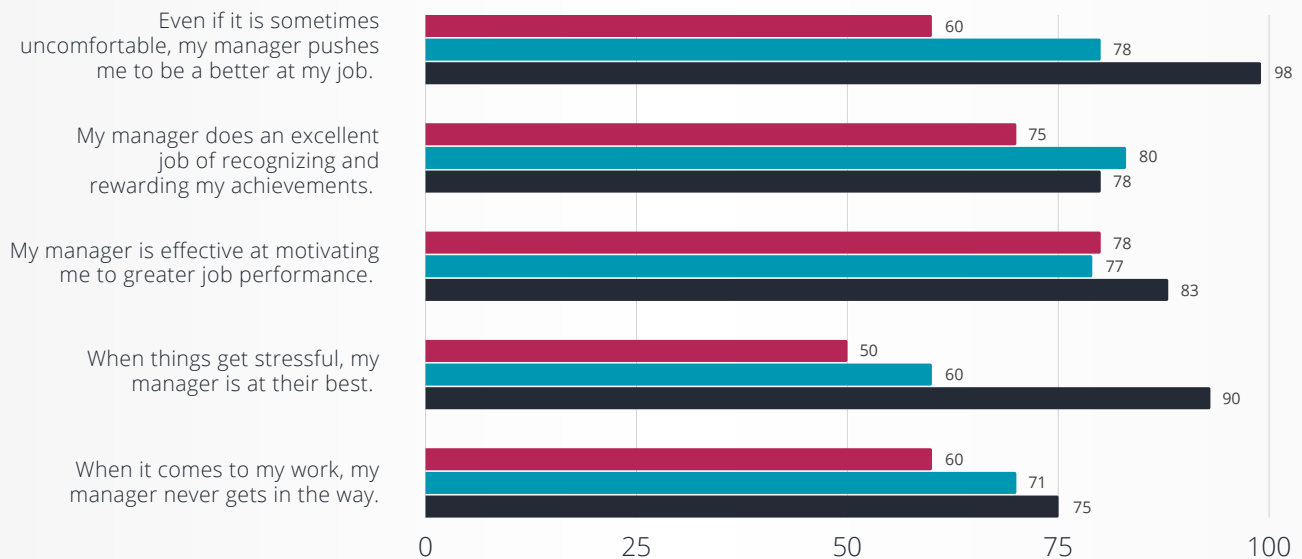
Creating unique growth opportunities for each team member that moves them out of their comfort zone.



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72%

**YOUR OVERALL
CHALLENGE
SCORE**



FOCUS QUESTIONS

Focus question: [Insert top-rated question here]

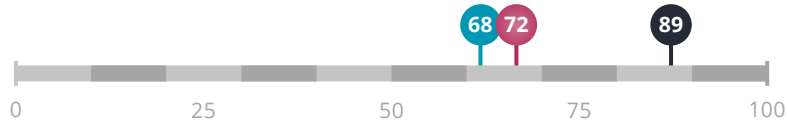
Development idea:

Focus question: [Insert lowest-rated question here]

Development idea:

SKILL DEVELOPMENT:

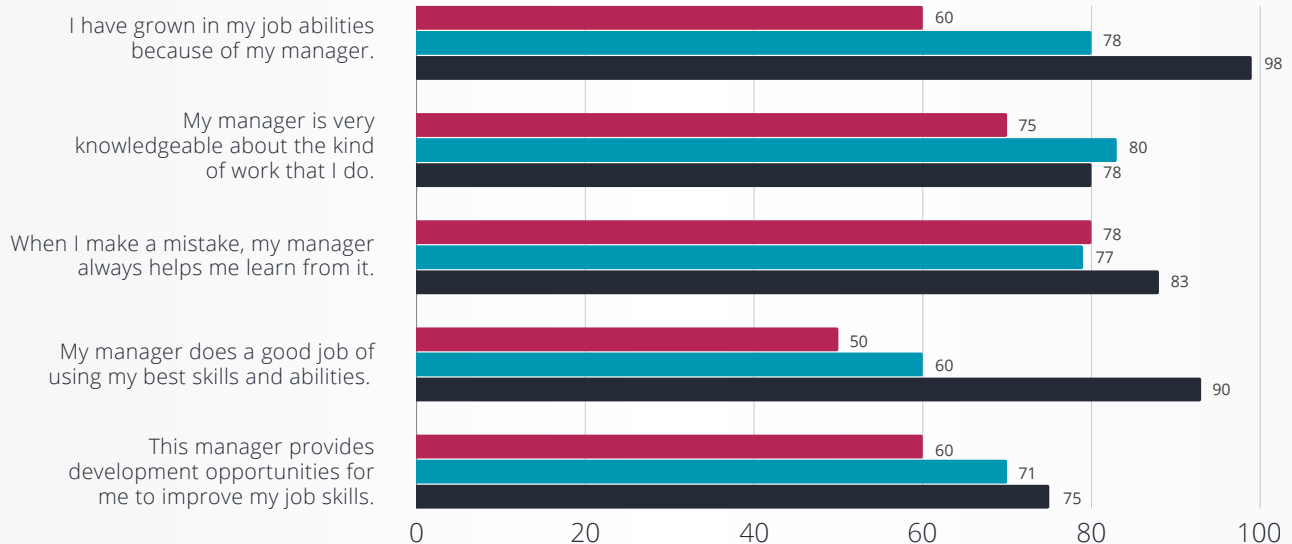
Advancing competence and technique so team members perform to the best of their ability.



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**YOUR OVERALL SKILL
DEVELOPMENT
SCORE**



FOCUS QUESTIONS

Focus question: [Insert top-rated question here]

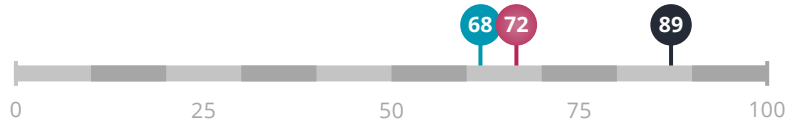
Development idea:

Focus question: [Insert lowest-rated question here]

Development idea:

ONE-TO-ONE MEETINGS:

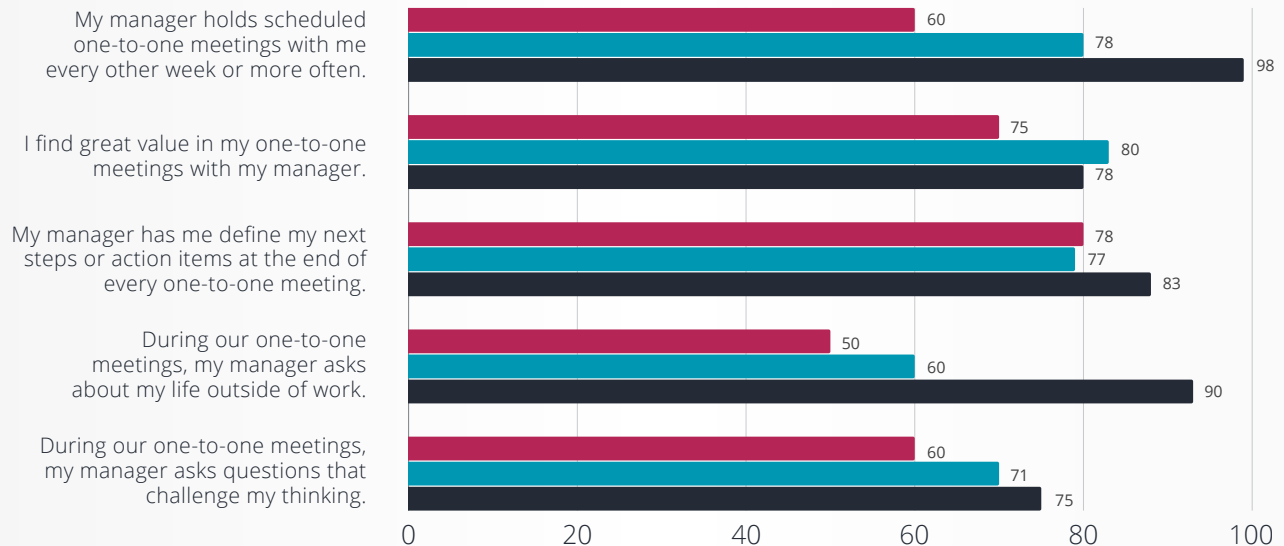
Regularly scheduled, individual coaching meetings to proactively address business, personal and developmental needs.



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**YOUR OVERALL SKILL
DEVELOPMENT
SCORE**



FOCUS QUESTIONS

Focus question: [Insert top-rated question here]

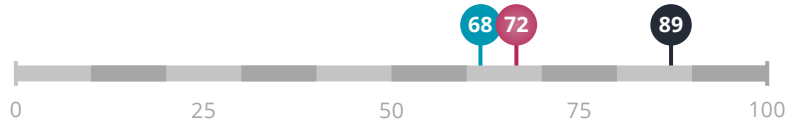
Development idea:

Focus question: [Insert lowest-rated question here]

Development idea:

TEAM MEETINGS:

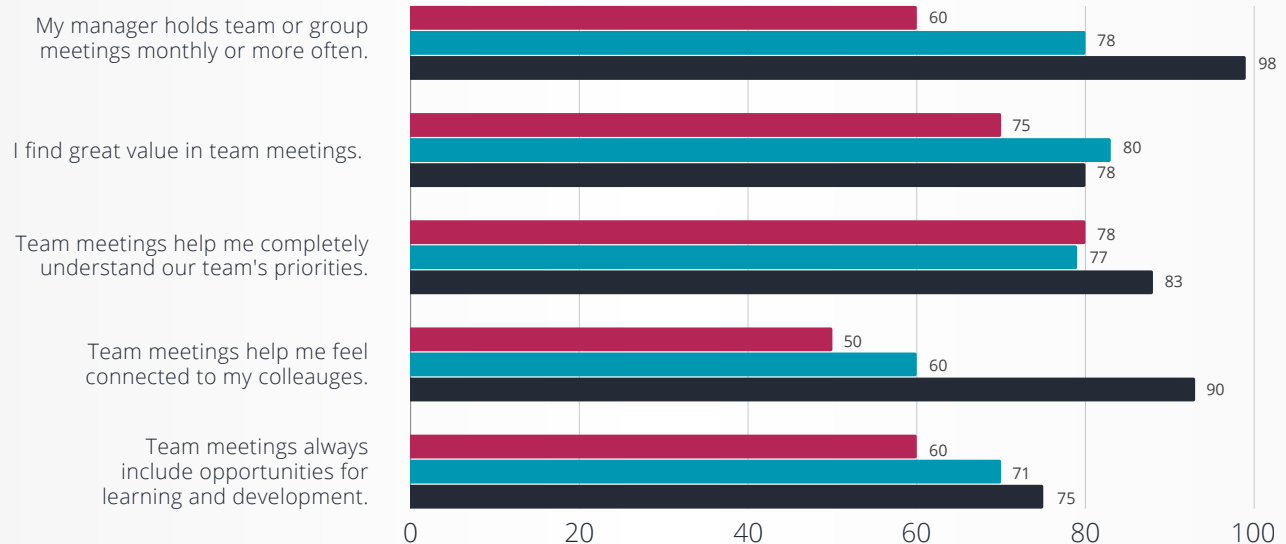
Regularly scheduled, group meetings to drive team member recognition, education, communication and motivation.



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DEVELOPMENT
SCORE**



FOCUS QUESTIONS

Focus question: [Insert top-rated question here]

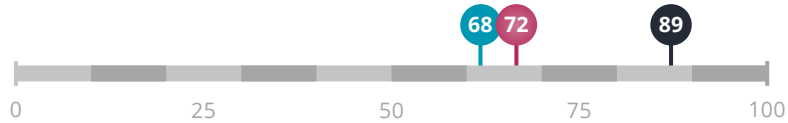
Development idea:

Focus question: [Insert lowest-rated question here]

Development idea:

FEEDBACK:

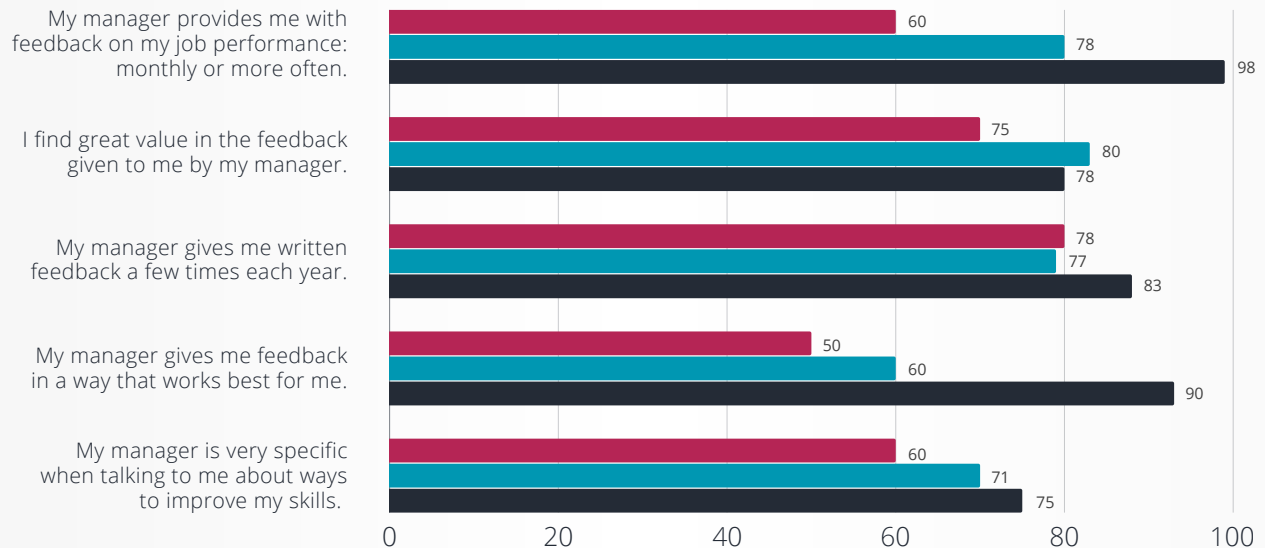
Verbal and written feedback that is led by the coach to help team members assess and improve their skills for their current role.



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DEVELOPMENT
SCORE**



FOCUS QUESTIONS

Focus question: [Insert top-rated question here]

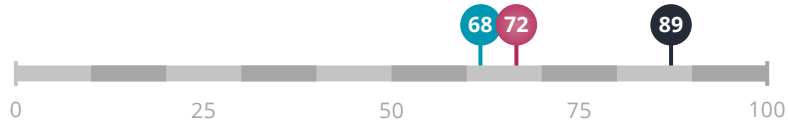
Development idea:

Focus question: [Insert lowest-rated question here]

Development idea:

CAREER DISCUSSIONS:

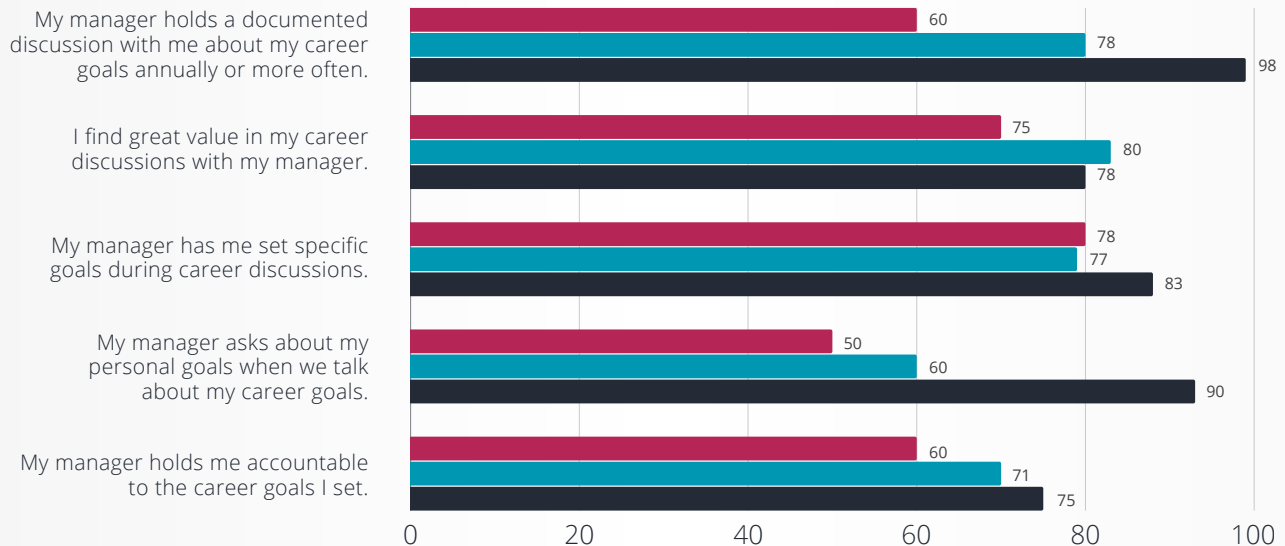
Annual discussions, with written follow-up plans, to identify personal and professional goals, and target developmental needs.



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DEVELOPMENT
SCORE**



FOCUS QUESTIONS

Focus question: [Insert top-rated question here]

Development idea:

Focus question: [Insert lowest-rated question here]

Development idea:

YOUR ACTION PLAN

First, let's celebrate your strengths as a leader.

In the box below, write down one or two survey questions where you were happy with your score and then identify how you want to maintain or build on your skills. You can use the suggestions at the bottom of each theme/activity page or identify your own focus questions and development ideas.

Now, let's figure out how you want to improve.

In the box below, write down one or two survey questions where you'd like to improve your score and identify how you want to grow your skills. Again, you can use the suggestions at the bottom of each coaching theme/activity page or identify your own focus questions and development ideas.

Congratulations on investing in your development as a leader.

Every step you take to improve your coaching helps create a better experience for your team members – your growth leads to their growth! We encourage you to share this action plan with your leader so they can support you as you work to continually grow your coaching effect.

OPEN-ENDED QUESTION RESPONSES

How could your manager's leadership and/or coaching skills be improved?

"Becoming an elite leader takes hard work. When you are putting in the time and effort to improve, you want to make sure you are working on the things that matter."

"Becoming an elite leader takes hard work. When you are putting in the time and effort to improve, you want to make sure you are working on the things that matter. The Coaching Effect Survey is designed to give you a clear and individualized roadmap for your growth as a leader and coach."

"Becoming an elite leader takes work. When you are putting in the effort to improve, you want to make sure you are working on the things that matter. The Coaching Effect Survey is designed to give you a clear and individualized roadmap for your growth as a leader. Becoming an elite leader takes hard work. When you are putting in the time and effort to improve, you want to make sure you are working on the things that matter. The Coaching Effect Survey is designed to give you a clear and individualized roadmap for your growth as a leader and coach."

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OPEN-ENDED QUESTION RESPONSES

What does your manager do best as a leader and/or coach?

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