

PREPARED FOR
FIRSTNAME LASTNAME
COMPANY NAME
05 . 22 . 2021

THE COACHING EFFECT SURVEY

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UNDERSTANDING YOUR RESULTS

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.

In the pages that follow, you will see how your coaching skills compare to your organization and other high-performing leaders. You will learn which of the essential coaching activities and behaviors you are already doing effectively and which ones you can improve. Most importantly, you will know how your team perceives your coaching and learn exactly what you can do to become better.

Your survey results are organized in four primary ways:

Key Insight Scores

3 survey questions make up the key insight scores. These are the broadest look at your team's feelings about your coaching, the company overall and their likelihood of staying with the organization.

Coaching Theme Scores and Questions

30 survey questions are organized into 6 coaching themes. These coaching themes measure behaviors that have a statistical relationship to team performance. Simply put, when you improve in these coaching themes, your team's performance is likely to improve as well.

Coaching Activity Scores and Questions

20 survey questions are organized into 4 coaching activities. Your team members will share how consistently and effectively you execute these coaching activities, providing clarity on what you can do to make the time you spend with them even more productive.

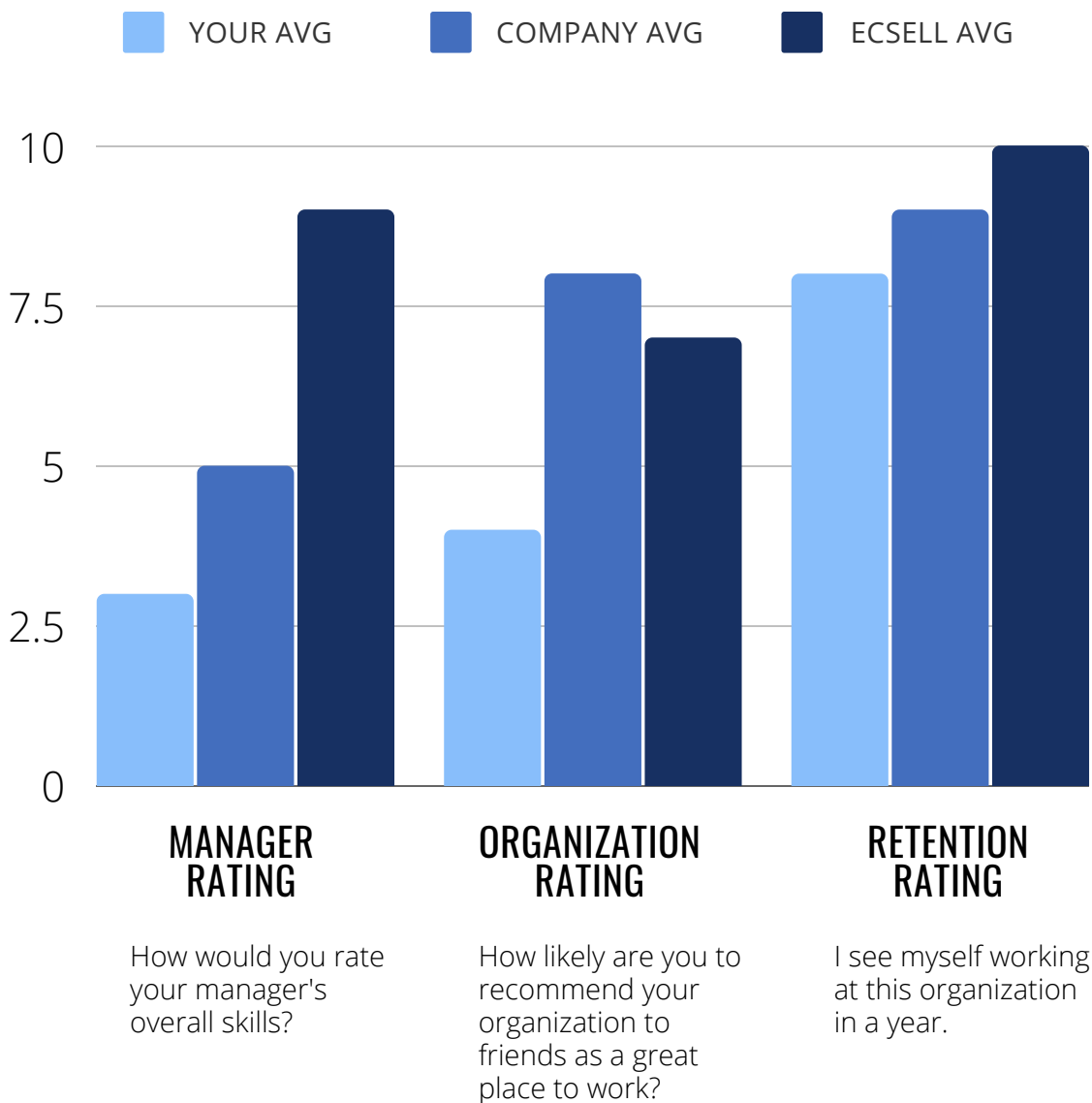
Responses to Open-Ended Questions

4 open-ended questions capture your team members' verbatim thoughts on what you do well as a coach and how you can continue to improve.

As you read through your Coaching Effect Survey results, keep in mind that becoming an elite coach is a lifelong journey. You may be pleased by some of your results and disappointed by others. In both circumstances, it's important to remember that you are now better equipped with information and insights about what you can do to improve. You've taken the first crucial step towards becoming a high-performing coach.

KEY INSIGHT SCORES

These questions represent the best overall assessment of your team members' experience with you as a manager, with the organization overall and their desire to stay with the organization. Questions are rated on a scale of 1-10, with 1 being low and 10 being high.

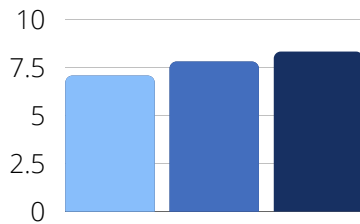


COACHING THEME SCORES

These charts show the average positive score you received on the questions of the six coaching themes. It also compares your scores to your company average and Ecsell client average.

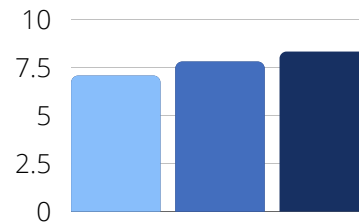
CONNECTION

The depth and quality of respect, engagement, and rapport between a leader and their team members.



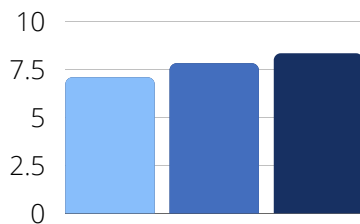
PSYCH SAFETY

A leader's ability to create an environment where team members can be open, take risks, and feel supported.



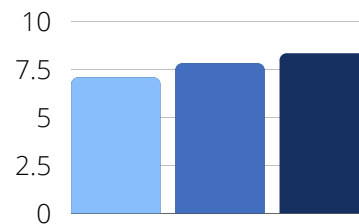
STRUCTURE

The execution of activities by a leader that drive team member in performance in consistent and dependable ways.



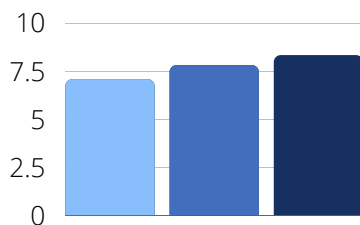
COMMUNICATION

A leader's capacity to effectively share information, strategies, and expectations with team members.



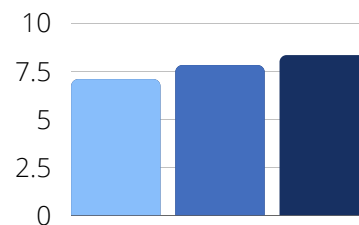
CHALLENGE

The fostering of a growth environment where the leader challenges people to develop and improve.



SKILL DEVELOPMENT

A leader's facilitation of learning opportunities that help team members gain new knowledge and skills.



YOUR AVG

COMPANY AVG

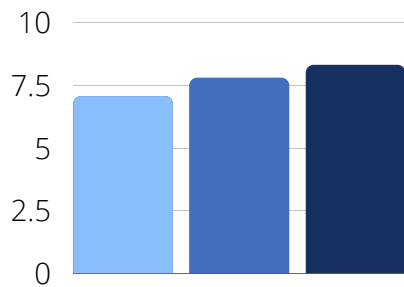
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COACHING ACTIVITY SCORES

These charts show the average positive score you received on the questions of the four coaching activities. It also compares your scores to your company average and Ecsell client average,

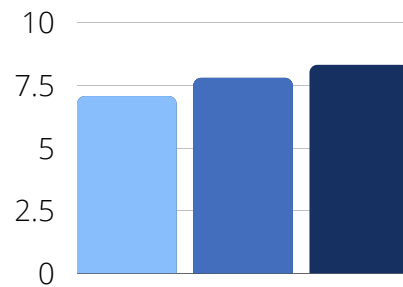
ONE-TO-ONE MEETINGS

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



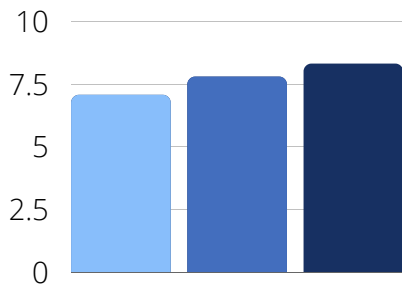
TEAM MEETINGS

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



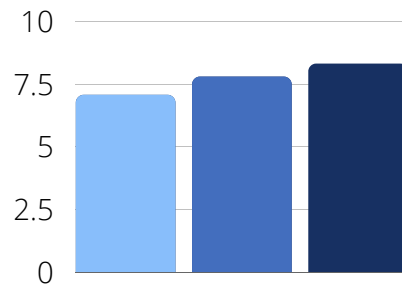
FEEDBACK

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



CAREER DEVELOPMENT

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



YOUR AVG

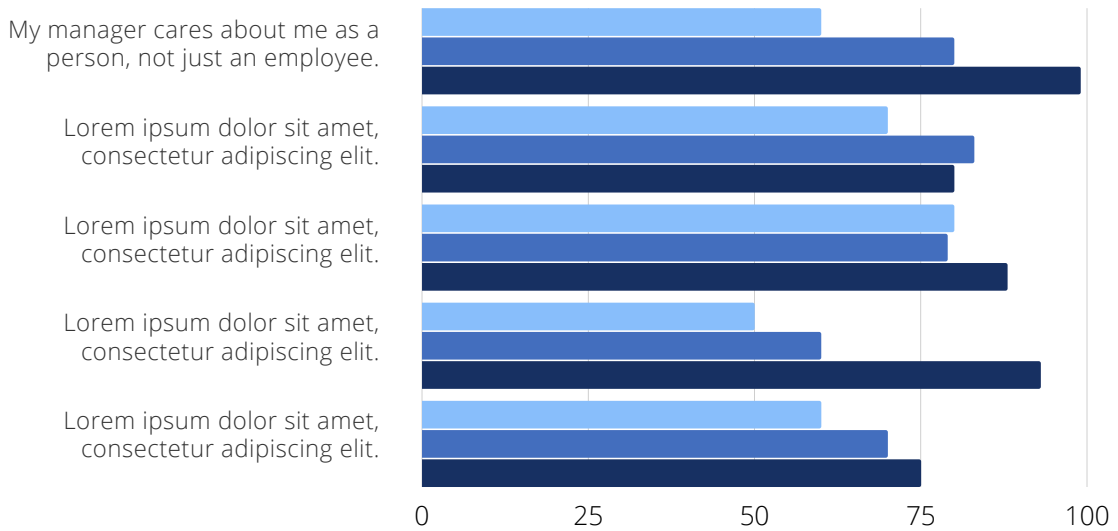
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COACHING THEME QUESTIONS

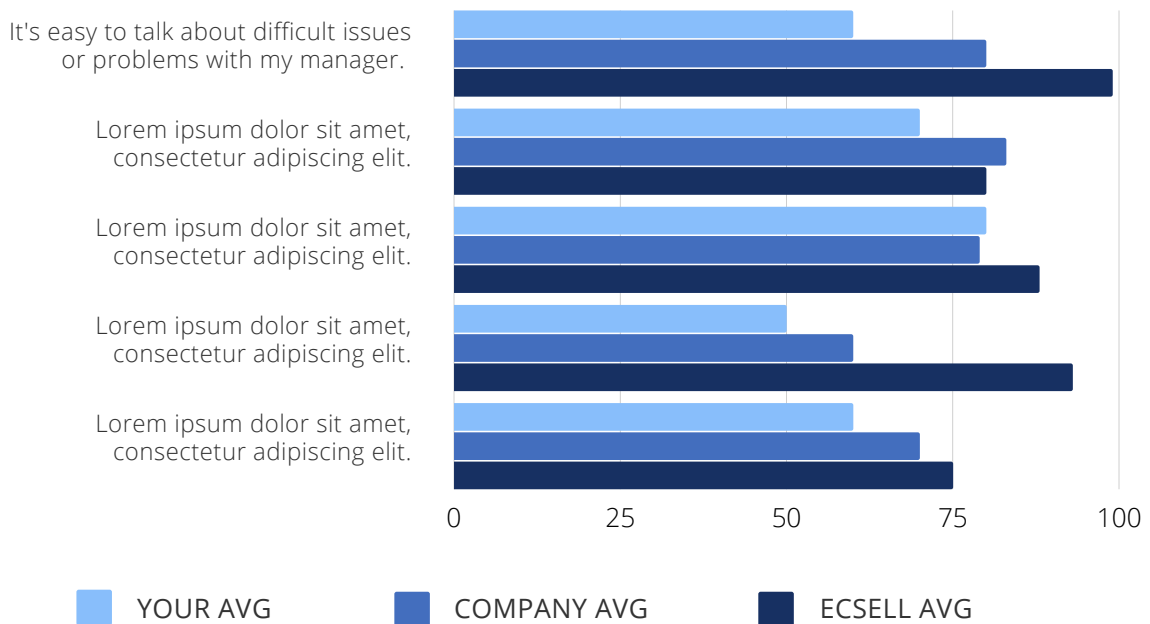
RELATIONSHIP / CONNECTION

The depth and quality of respect, engagement, and rapport between a leader and their team member.



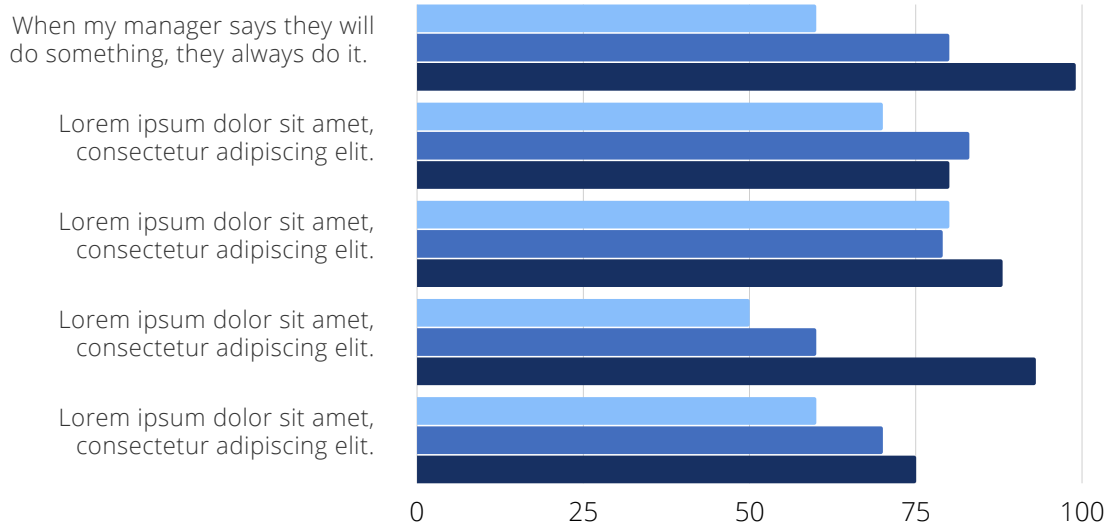
RELATIONSHIP / PSYCHOLOGICAL SAFETY

A leader's ability to create an environment where team members can be open, take risks, and feel supported.



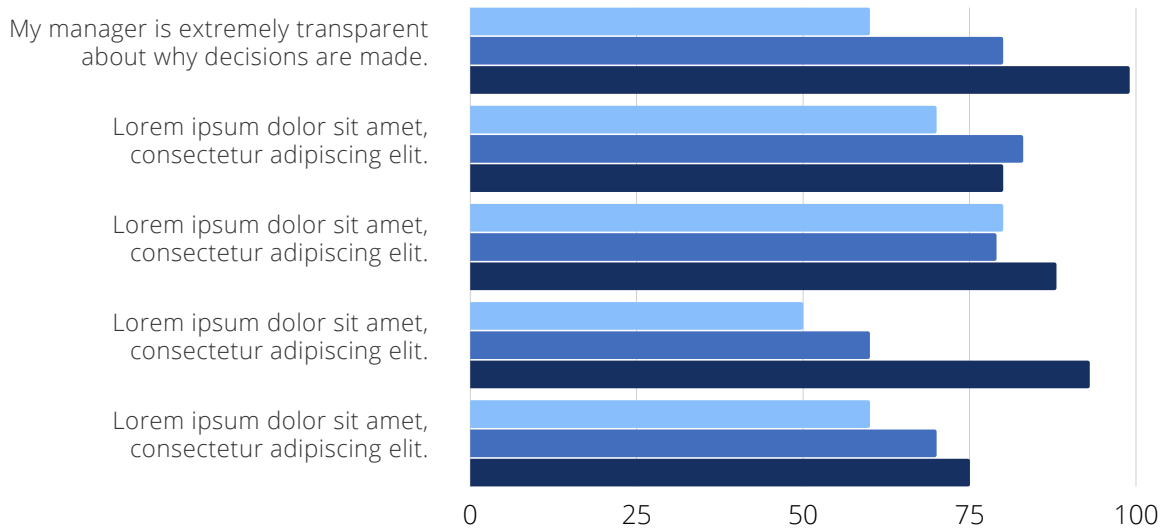
ORDER / STRUCTURE

The execution of activities by a leader that drive team member performance in consistent and dependable ways.



ORDER / COMMUNICATION

A leader's capacity to effectively share information, strategies, and expectations with team members.



■ YOUR AVG
 ■ COMPANY AVG
 ■ ECSELL AVG

COMPLEXITY / CHALLENGE

The fostering of a growth environment where the leader challenges people to develop and improve.

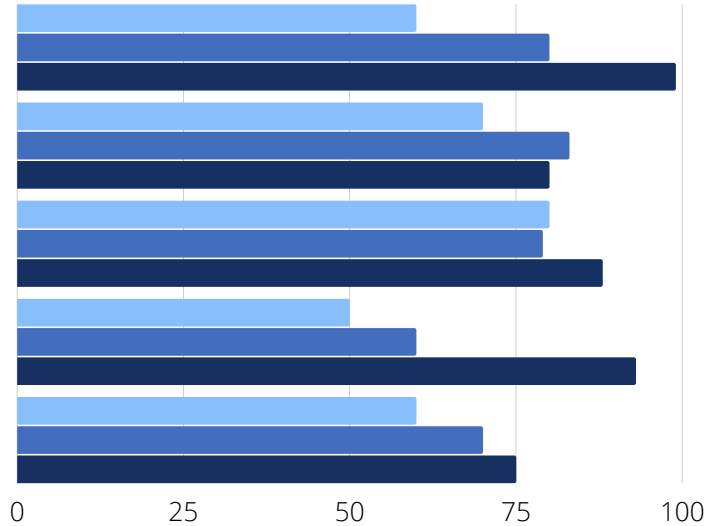
Even if it is sometimes uncomfortable, my manager pushes me to be a better at my job.

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COMPLEXITY / SKILL DEVELOPMENT

A leader's facilitation of learning opportunities that help team members gain new knowledge and skills.

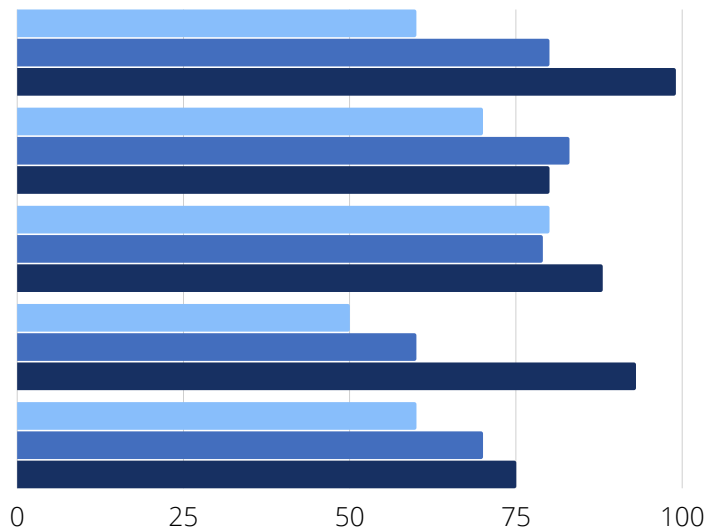
When I make a mistake, my manager always helps me learn from it.

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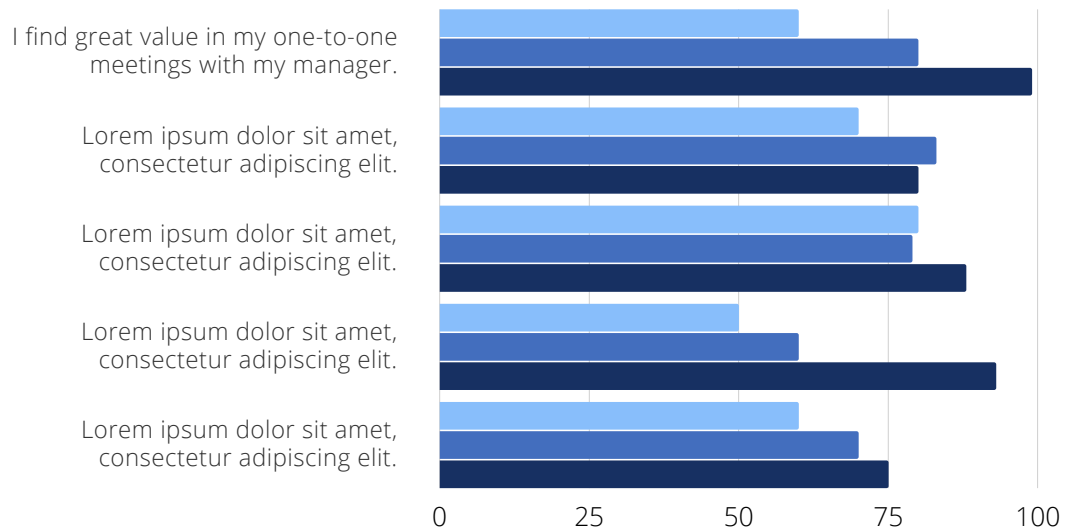
COMPANY AVG

ECSELL AVG

COACHING ACTIVITY QUESTIONS

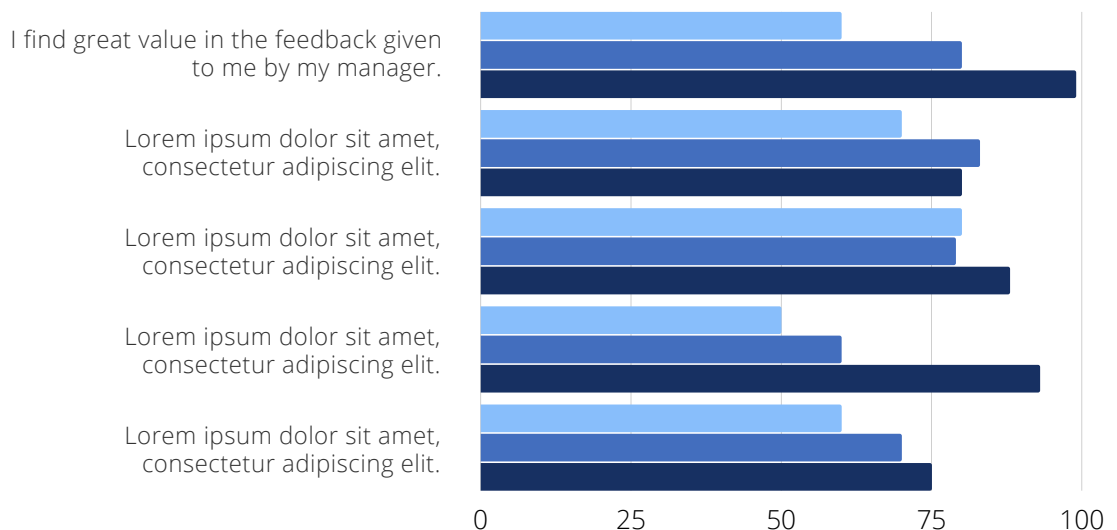
ACTIVITY / ONE-TO-ONE MEETINGS

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



ACTIVITY / FEEDBACK

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



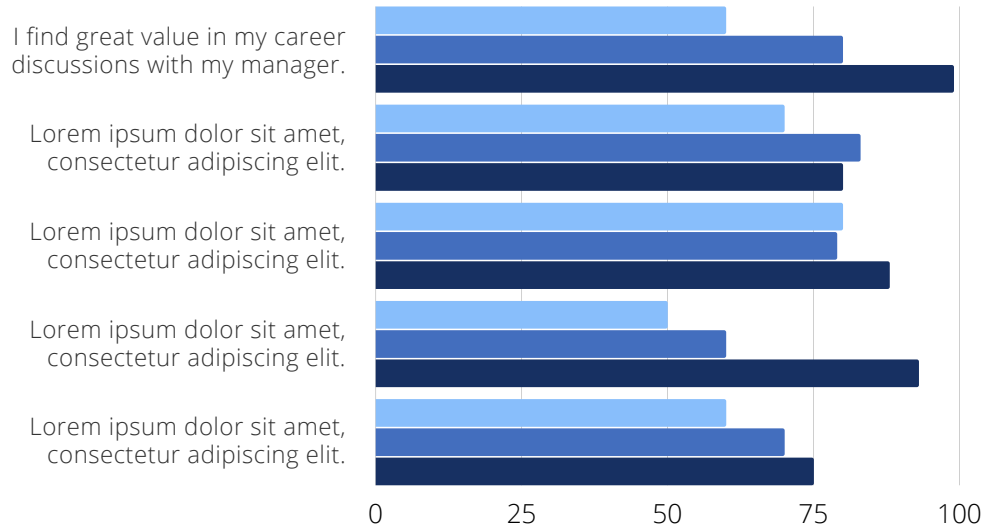
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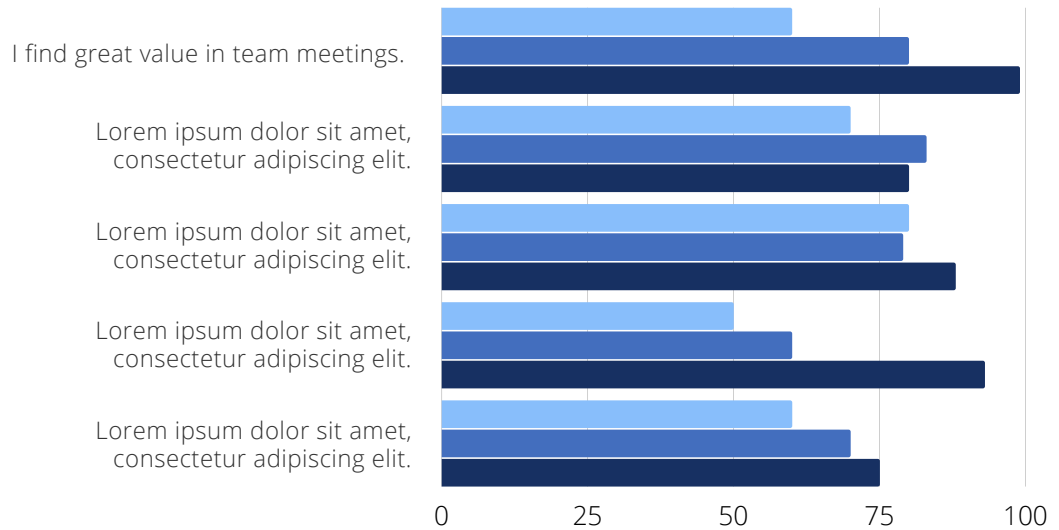
ACTIVITY / CAREER DEVELOPMENT

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



ACTIVITY / TEAM MEETINGS

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



■ YOUR AVG
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NEXT STEPS

Your unique development plan

Based on your Coaching Effect Survey scores, we recommend courses in the following learning paths to further develop your unique knowledge and skills. These paths can be accessed at www.ecsell-learning.com*

*Some organizations may have elected to house these courses on their company LMS rather than the Ecsell Learning Platform.



One-To-One Meeting Path

Recommended for those scoring below xx%. Your score is xx%.



Team Meeting Path

Recommended for those scoring below xx%. Your score is xx%.



Career Development Path

Recommended for those scoring below xx%. Your score is xx%.



Feedback Path

Recommended for those scoring below xx%. Your score is xx%.



Challenge Path

Recommended for those scoring below xx%. Your score is xx%.



Structure Path

Recommended for those scoring below xx%. Your score is xx%.



Connection Path

Recommended for those scoring below xx%. Your score is xx%.



Communication Path

Recommended for those scoring below xx%. Your score is xx%.



Psychological Safety Path

Recommended for those scoring below xx%. Your score is xx%.



Skill Development Path

Recommended for those scoring below xx%. Your score is xx%.

OPEN-ENDED QUESTIONS

How could your manager's coaching skills be improved?

- Open-ended comments go here
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