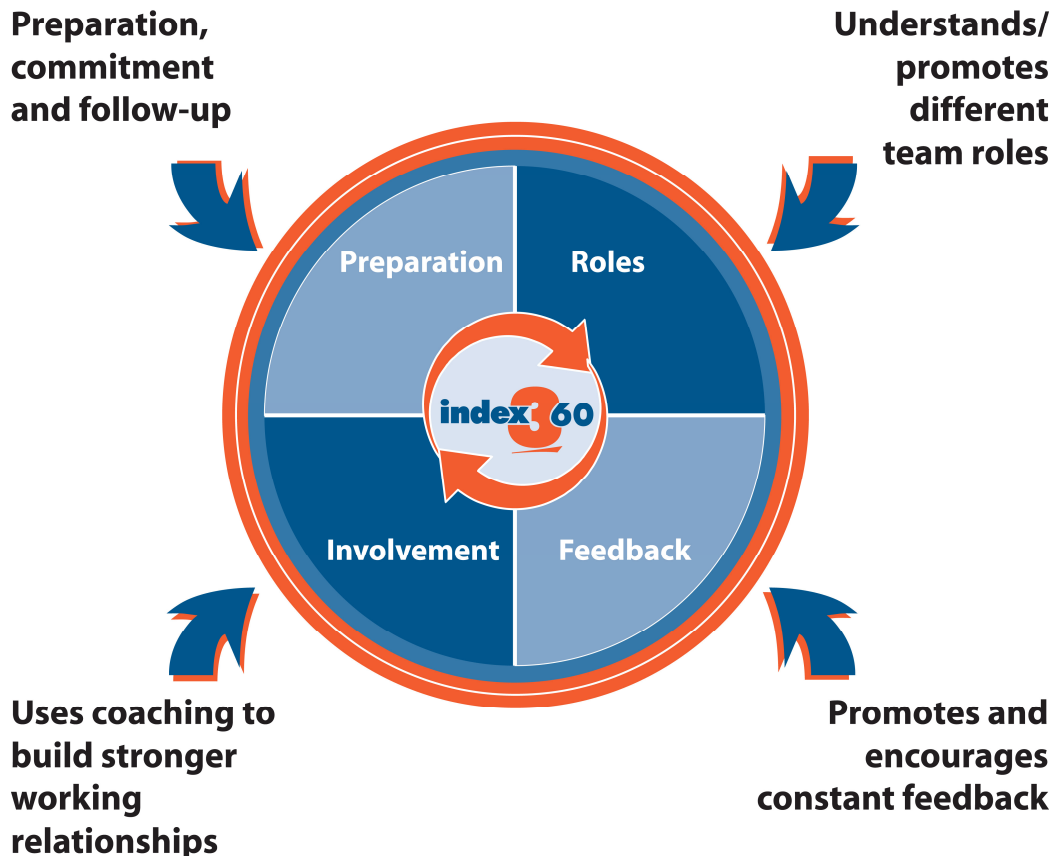


This questionnaire seeks to answer the questions:

‘Are you an effective coach of your teams?’

‘What are your strengths and weaknesses in coaching teams?’

It is applicable to all managers who lead teams. It should be able to be completed by anyone in the organisation to provide feedback to the manager. It is separate from, but complimentary to, coachingindex360©, which provides feedback to managers on their effectiveness in coaching individuals.



When to use it

- For managers who are already proficient at one-to-one coaching (possibly having already used coachingindex360©) and wish to enhance their team coaching skills.
- To help organisations to improve team performance. Is an effective complement to teamindex360©.
- To provide a focus and structure to team coaching relationships.
- To provide managers with honest and reliable feedback on their team coaching skills.
- To motivate managers by providing a Self Development Action Plan and a means of measuring progress.

“It provides the team with greater clarification – we discussed what he could do for us and vice versa”, said one direct report; “it also provides an excellent opportunity to discuss things on a formal basis as a team and on an individual basis. It allows you to say how you really feel without any repercussions”.

Example of the Questionnaire



teamCoachingindex360 - The Questionnaire

AN Other

The 32 'statements' in the Questionnaire are simple and direct, focusing on key team coaching skills

- 01. Is always well prepared for team coaching sessions - has clear, relevant objectives

Disagree 1 2 3 4 5 6 7 Agree Not Observed
- 02. Ensures everyone's team roles are clear

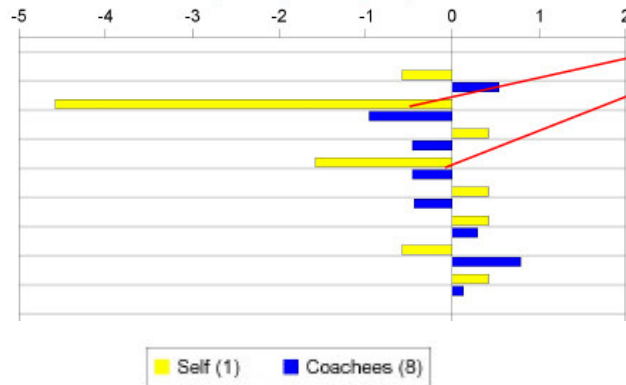
Disagree 1 2 3 4 5 6 7 Agree Not Observed
- 03. Coaches individuals to take different roles

Disagree 1 2 3 4 5 6 7 Agree Not Observed
- 04. Ensures all team members are involved - no-one dominates

Disagree 1 2 3 4 5 6 7 Agree Not Observed

Example of report

Benchmark: Average Response (5.58)



SECTIONS I & II

These are key areas where both the 'Self' and 'Coachees' feel improvement is needed

PREPARATION

- (01) Is always well prepared for team coaching sessions - has clear, relevant objectives
- * ❖ * (11) Develops coaching objectives and learning 'contract' with the team
- ✓ (13) Jointly establishes and maintains a team climate conducive to learning
- * (17) Makes sure adequate time is set aside for team coaching
- ✓ ❖ 1 (20) Maintains coaching momentum between team meetings
- ✓ (21) Demonstrates commitment to and enthusiasm for team coaching
- ❖ ✓ (25) Encourages sharing of best practice with other teams
- ✓ ❖ 1 (30) Does not treat team coaching and one-to-one coaching in isolation

Key: ✓ Strength * Development Need
 -- Low Consensus ❖ Not Observed ❖ Gap in Perception

SECTIONS I & II

	Self (1)							Coachees (8)						
	1	2	3	4	5	6	7	1	2	3	4	5	6	7
PREPARATION	13	13	75					5	11	84				
(01) Is always well prepared for team coaching sessions - has clear, relevant objectives	0	0	0	0	100	0	0	0	0	0	0	25	38	38
(11) Develops coaching objectives and learning 'contract' with the team	100	0	0	0	0	0	0	13	25	63				
(13) Jointly establishes and maintains a team climate conducive to learning	100	0	0	0	0	100	0	0	13	0	25	50	0	13
(17) Makes sure adequate time is set aside for team coaching	100	0	0	0	100	0	0	13	25	63				
(20) Maintains coaching momentum between team meetings	100	0	0	0	0	100	0	43	57					
(21) Demonstrates commitment to and enthusiasm for team coaching	100	0	0	0	0	100	0	100						
(25) Encourages sharing of best practice with other teams	100	0	0	0	100	0	0	100						
(30) Does not treat team coaching and one-to-one coaching in isolation	100	0	0	0	0	100	0	100						

SECTIONS I & II

PREPARATION

- (01) Is always well prepared for team coaching sessions - has clear, relevant objectives
- (11) Develops coaching objectives and learning 'contract' with the team
- (13) Jointly establishes and maintains a team climate conducive to learning
- (17) Makes sure adequate time is set aside for team coaching
- (20) Maintains coaching momentum between team meetings
- (21) Demonstrates commitment to and enthusiasm for team coaching
- (25) Encourages sharing of best practice with other teams
- (30) Does not treat team coaching and one-to-one coaching in isolation

	All responses (10)	Self (1)	Manager (1)	Coachees (8)	% Answered
	5.51	4.88	6.13	5.52	98%
(01) Is always well prepared for team coaching sessions - has clear, relevant objectives	6.00	5.00	6.00	6.13	100%
(11) Develops coaching objectives and learning 'contract' with the team	4.40	1.00	6.00	4.63	100%
(13) Jointly establishes and maintains a team climate conducive to learning	5.20	6.00	5.00	5.13	100%
(17) Makes sure adequate time is set aside for team coaching	5.20	4.00	7.00	5.13	100%
(20) Maintains coaching momentum between team meetings	5.33	6.00	6.00	5.14	90%
(21) Demonstrates commitment to and enthusiasm for team coaching	5.90	6.00	6.00	5.88	100%
(25) Encourages sharing of best practice with other teams	6.20	5.00	6.00	6.38	100%
(30) Does not treat team coaching and one-to-one coaching in isolation	5.89	6.00	7.00	5.71	90%

'Self' is much more critical about his/her preparation for coaching sessions than are the 'Manager' and 'Coachees'