

2025

# COACHING EFFECT SURVEY

Trevor Shaw  
ABC Company



# OF YOUR TEAM MEMBERS  
THAT COMPLETED A SURVEY  
**15 (89%)**



DATES YOUR TEAM MEMBERS  
COMPLETED THE SURVEY  
**08.25.2025 - 09.11.2025**





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POWERED BY PEOPLE.

## 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 a clear window into how your team experiences your coaching, highlighting both strengths and opportunities for growth. It not only shares their perspective but also offers specific development ideas tailored to help you improve.

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.CoEffex.com](http://www.CoEffex.com)**

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## HOW TO UNDERSTAND THE DATA IN YOUR REPORT.

### Scoring of 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 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.

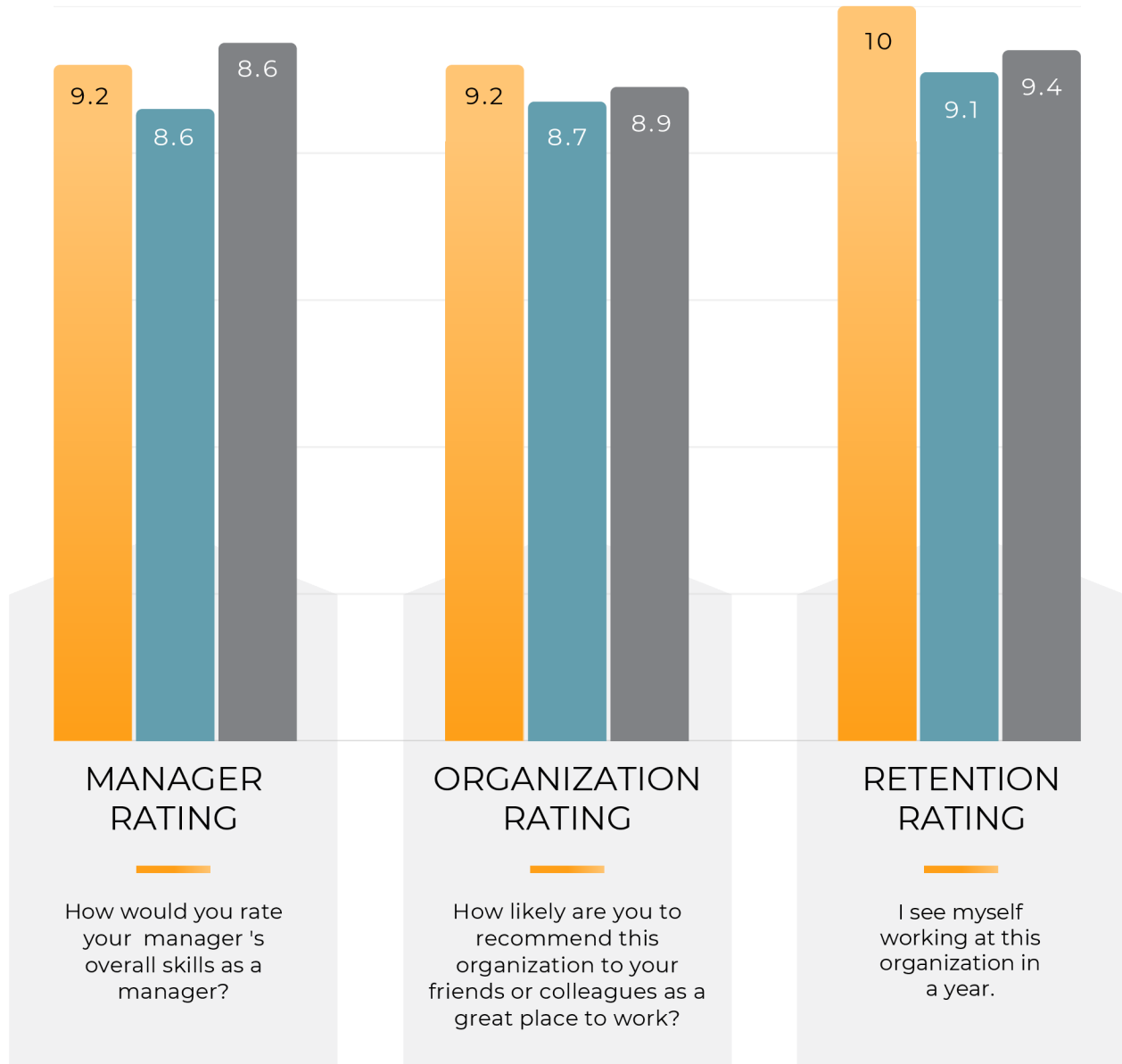
### Focus Questions

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

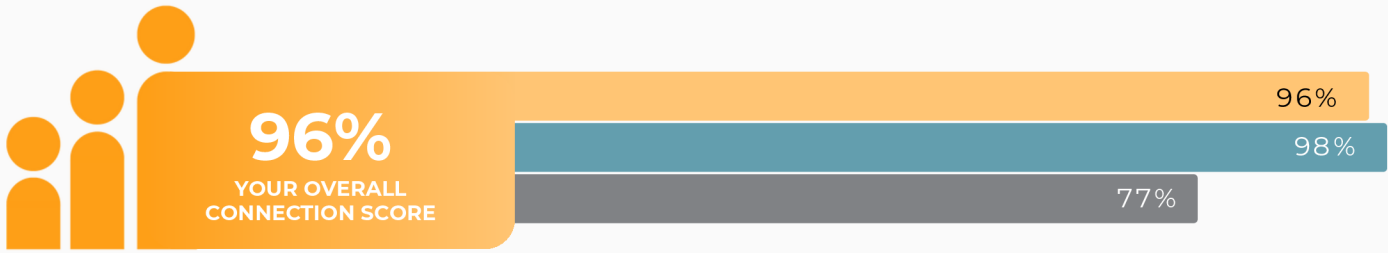
The three most important overall indicators of your coaching impact.

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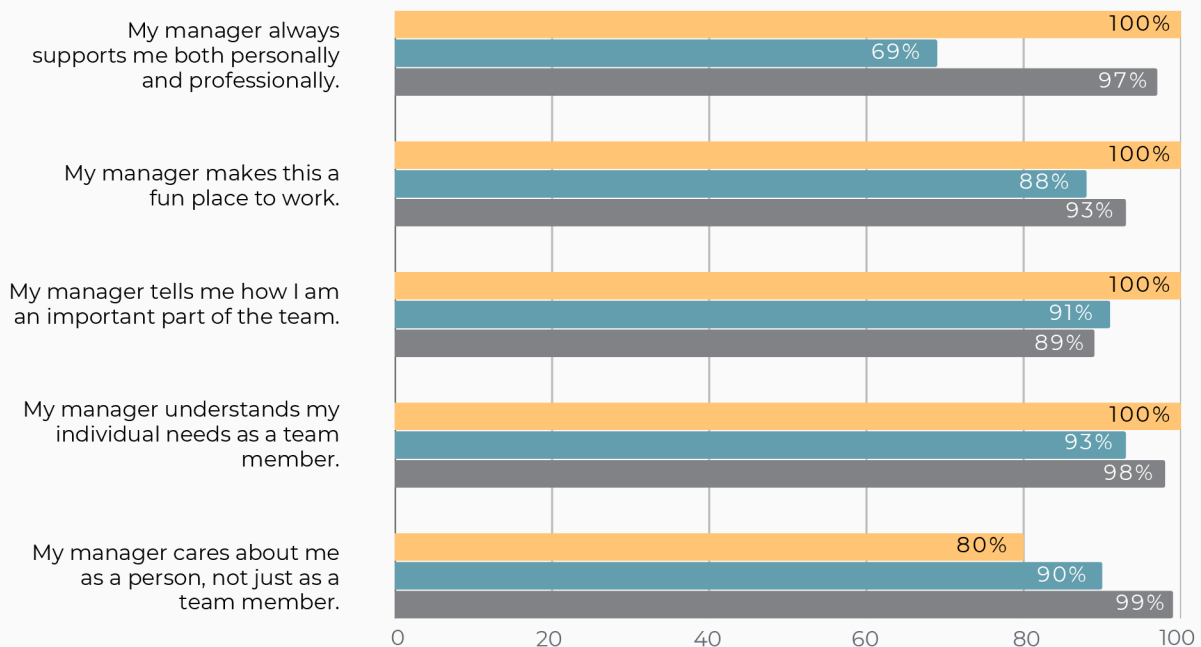


# CONNECTION

Building relationships of trust with team members.



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## FOCUS QUESTIONS

**Focus question:** My manager cares about me as a person, not just as an employee.

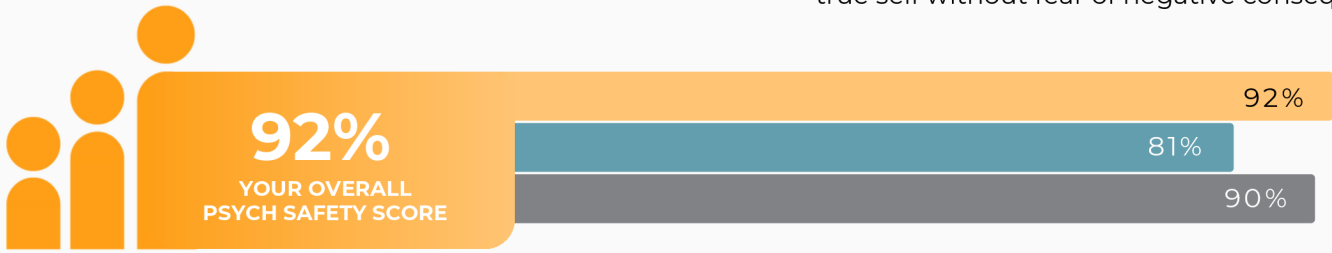
**Development idea:** Caring about your team members is one of your higher-scoring questions in the Connection theme. Great coaches know that caring about team members is one of the most essential parts of what great coaches do. Showing your team members your appreciation for them as unique individuals should continually be at the forefront of how you lead. This concept is foundational to building and maintaining strong bonds of connection now and into the future.

**Focus question:** My manager makes me feel like I am an important part of the team.

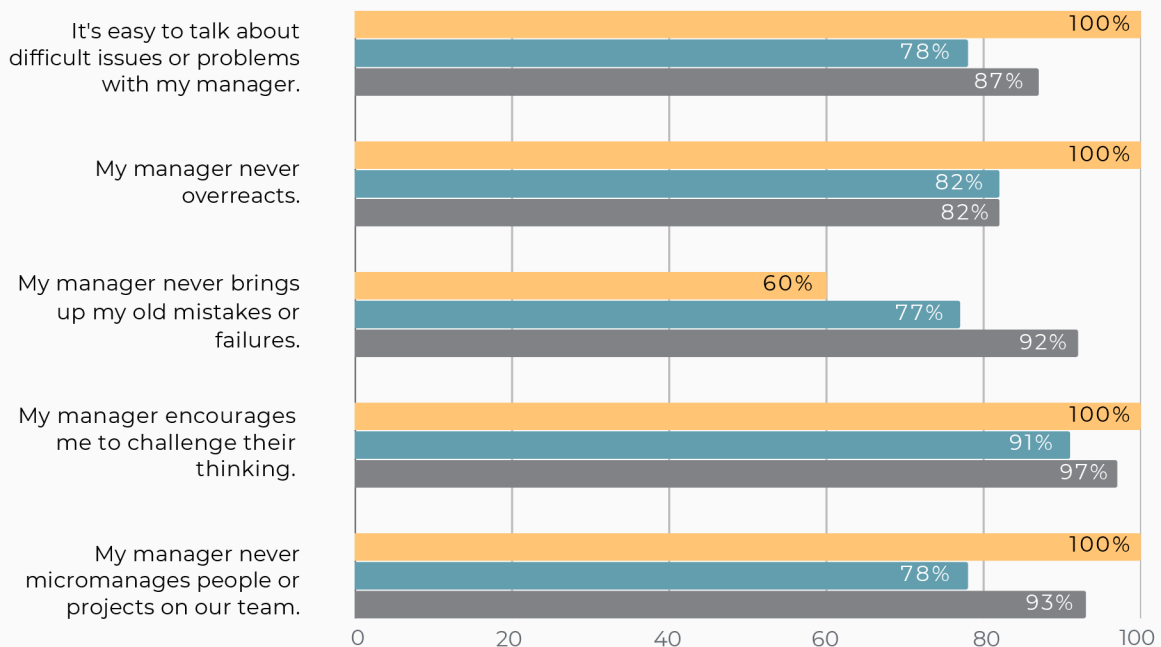
**Development idea:** As a team leader, it is important for you to find ways for each team member can share their best effort and talent. Keep looking for ways to let team members know when their efforts, attitude, and abilities bring constructive value. For example, the team member who brings positive energy to the team, does a kind deed for a colleague, or handles behind-the-scenes details can play just as important a team role as someone who excels in more traditional ways. Individual contributions to team success can take a variety of forms.

# PSYCH SAFETY

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



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## FOCUS QUESTIONS

**Focus question:** My manager encourages me to challenge their thinking.

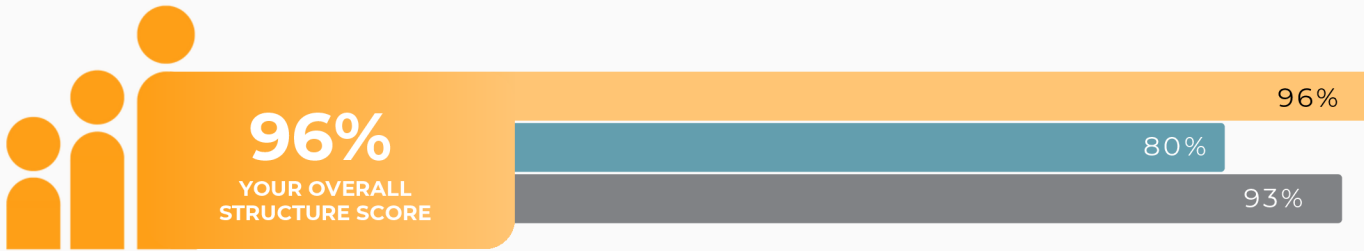
**Development idea:** Encouraging team members to challenge your thinking is one of your higher scoring questions in the Psychological Safety theme. Keep developing a team environment where team members feel secure to speak up when they have an idea, need clarification, or think you need more information. With the expertise and experience of your team members, the insight they can provide when they question your logic only helps to make your course of action stronger.

**Focus question:** My manager never overreacts.

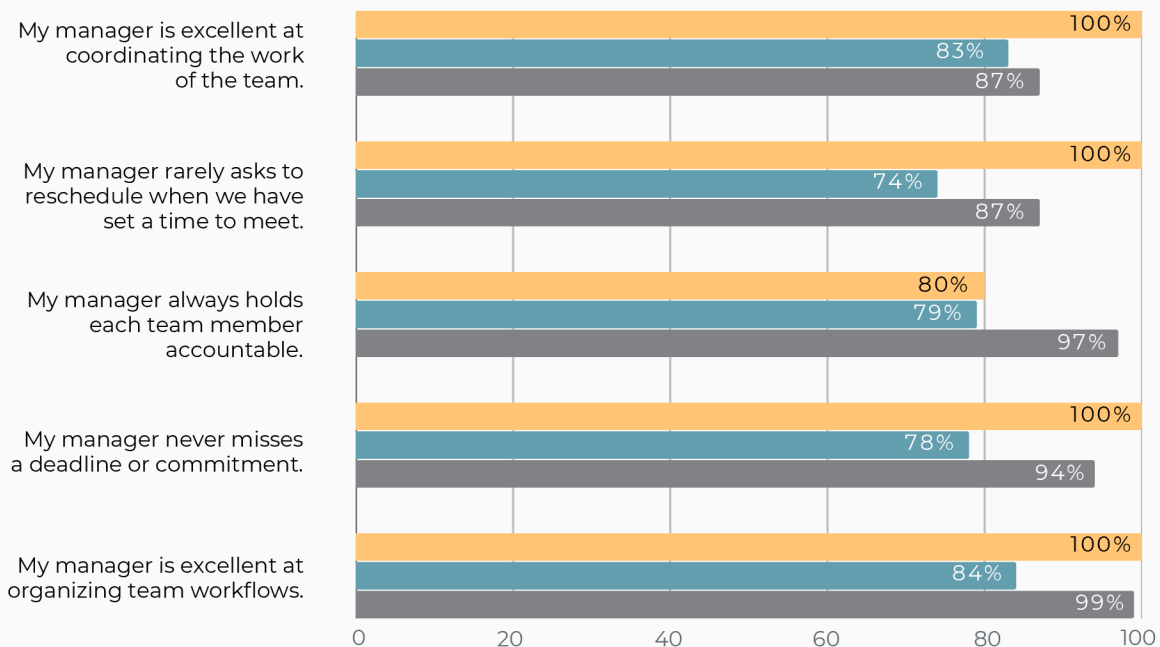
**Development idea:** Think back to the last time you could have reacted to a situation in a more effective way. Identify one technique to practice during your next high-stress situation (like breathing exercises, role-reversal, or pausing) to help you better engage with stress. It can also be helpful to ask a trusted peer for feedback on when you tend to overreact to stress and what that looks like when leading your team members. Sometimes we're not aware of what our reactions to stress look like or are felt by others. Better insight into these responses can help you better navigate through them.

# STRUCTURE

Establishing an organized, consistent, and predictable team environment.



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## FOCUS QUESTIONS

**Focus question:** My manager responds quickly when I need help.

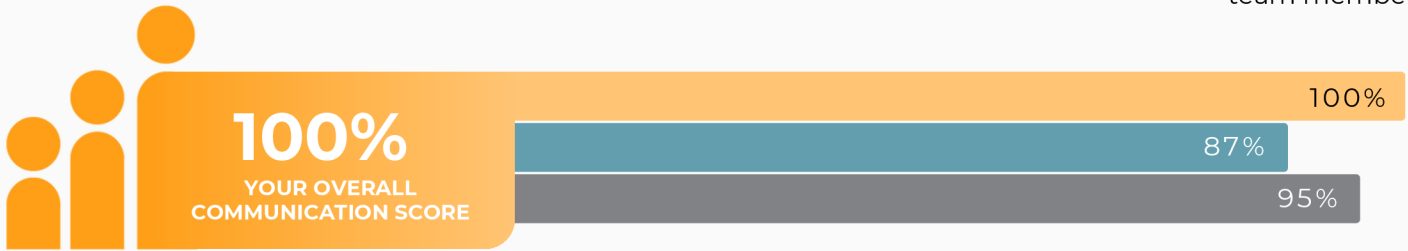
**Development idea:** Responding quickly when team members need help is one of your higher scoring questions in the Structure theme. Team members look to you when facing a challenge they can't solve on their own. Knowing you will respond to their needs a timely way helps them work through these challenges to in productive and efficient ways. It conveys that you are organized, see value in helping give them support, and want them to be successful in solving problems they are facing.

**Focus question:** When my manager says they will do something, they always do it.

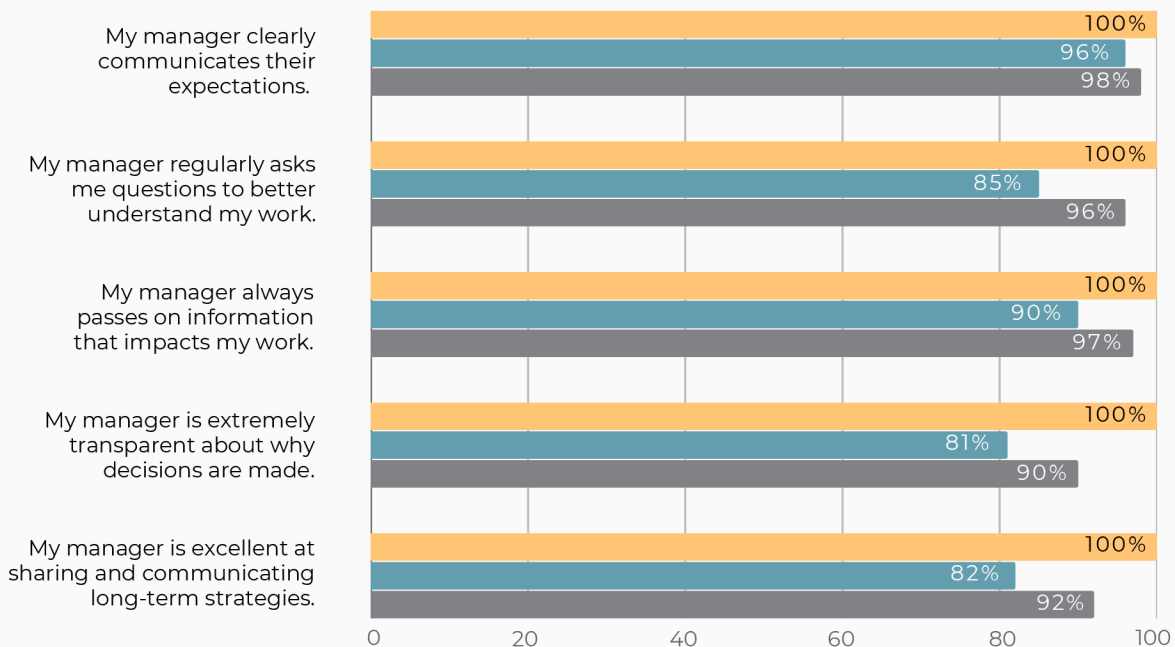
**Development idea:** Coaching in dependable ways gives team members the foundation they need to be effective in their own performance. Coaching can be hectic and time-consuming. It may be necessary to develop a strategy for assessing if tasks are not only necessary but can be accomplished. Don't agree to do things if you are unsure you can get them done. It can also help to look for ways to delegate tasks to colleagues or team members where possible to make sure you're staying organized and consistent with a manageable to-do list.

# COMMUNICATION

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



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## FOCUS QUESTIONS

**Focus question:** My manager is excellent at communicating long term strategies.

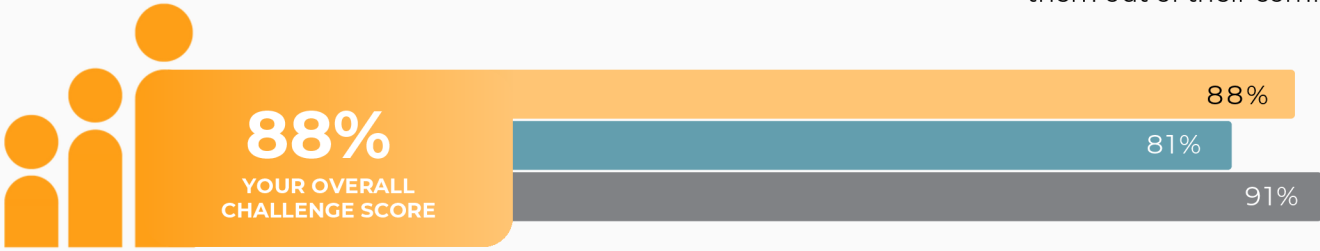
**Development idea:** Effective communication of long-term strategies is one of your higher-scoring questions in the Communication theme. Helping team members understand what to accomplish in the short term can be easy. Setting a roadmap so that your team sees what the broader team objectives are takes more intention and planning on the part of the coach. Use this skill to keep team members mindful of the bigger picture outcomes so they know how to best plan their work, advise you when things may be going off course, and ultimately meet the mission and goals of your team.

**Focus question:** My manager explains things in ways that are easy to understand.

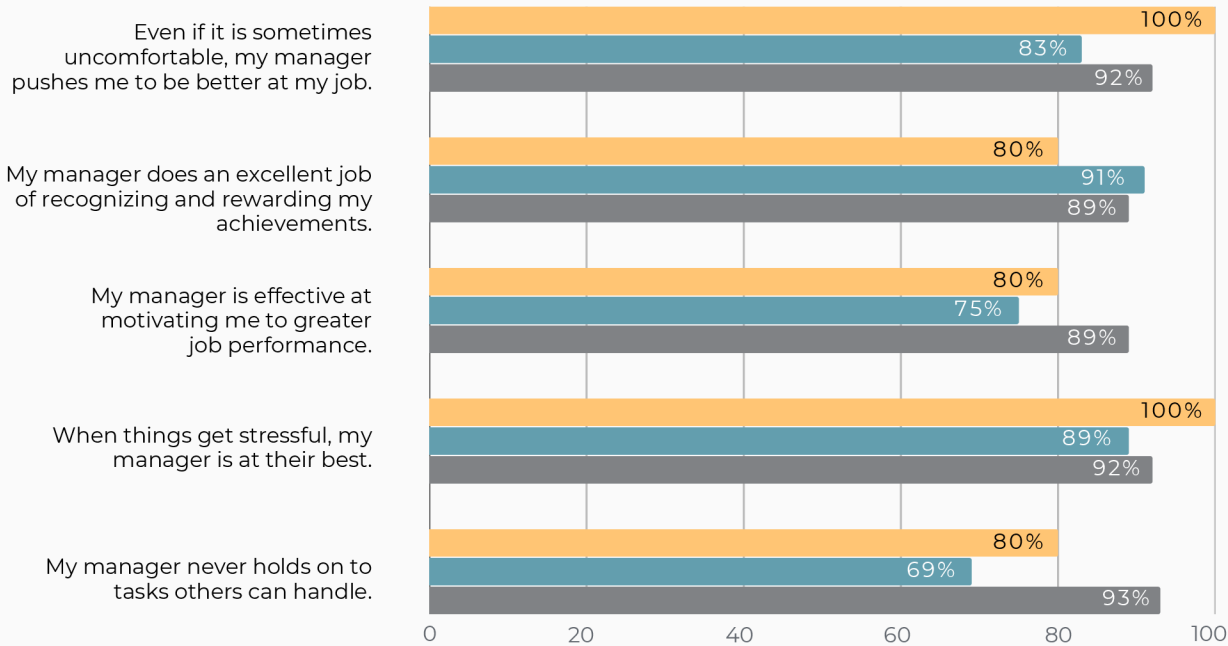
**Development idea:** When we are able to clearly convey information to team members, teams become more efficient and confident they can meet your expectations. Check for understanding frequently by asking team members to explain your instructions in their own words. This is helpful information for you to hear as it allows you to learn how they process information and the types of language they use. Also, consider asking other team members to assist you in teaching new information as it helps them learn ways to communicate effectively when they take leadership roles.

# CHALLENGE

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



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## FOCUS QUESTIONS

**Focus question:** When it comes to my work, my manager never gets in the way.

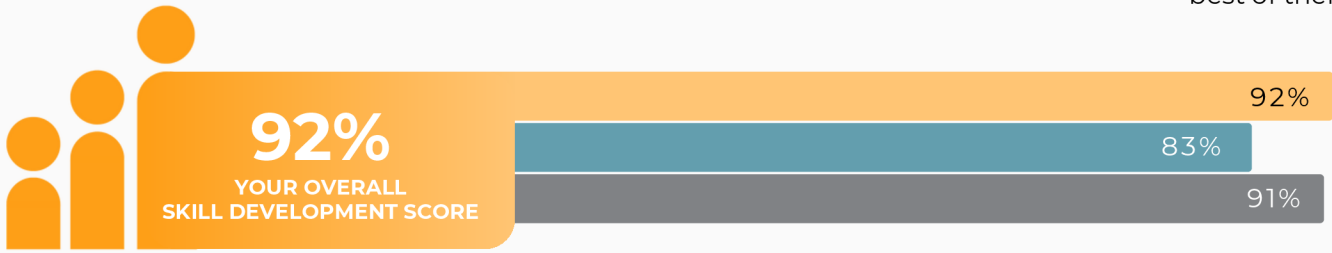
**Development idea:** Staying out of the way of your team members as they accomplish their work is one of your higher scoring questions in the Challenge theme. Managers who are strong in this area know they can best lead their teams by supporting them in their roles rather than creating roadblocks that can slow down the work. When coaches are strong in this area, team members can be more efficient and creative in how they get things done when they know they have their leader's trust to get things done with distraction or unnecessary barriers.

**Focus question:** Even if it is sometimes uncomfortable, my manager pushes me to be better at my job.

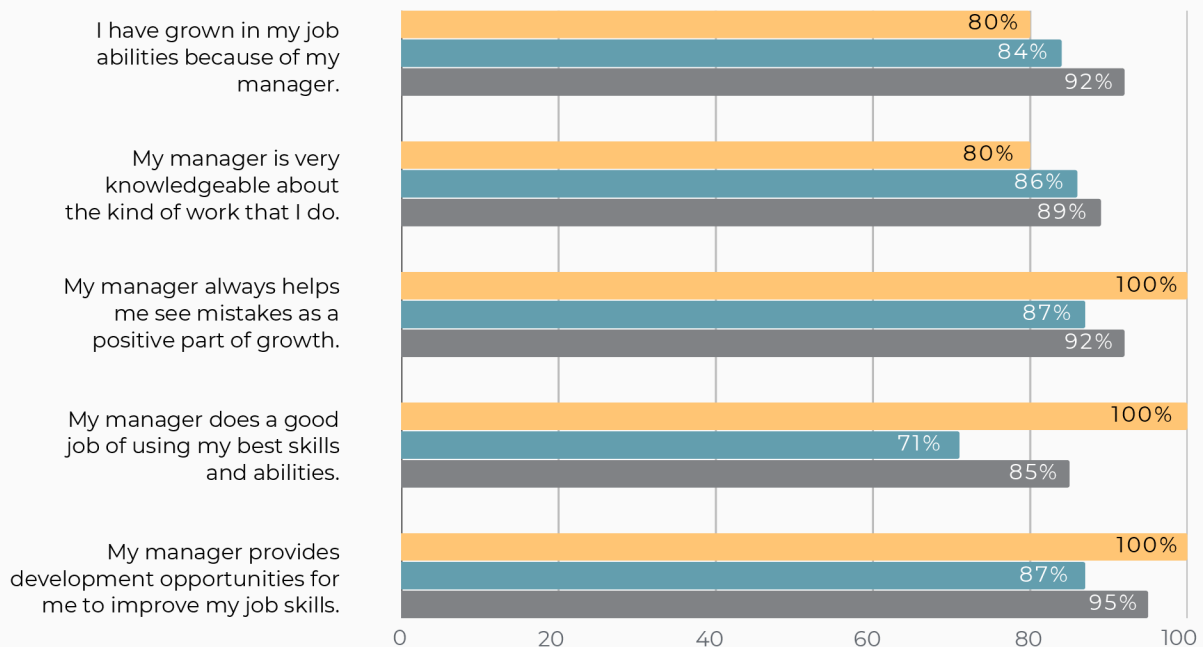
**Development idea:** Being effective at challenging team members in ways that foster positive growth and improvement is an essential part of being a highly effective coach. In fact, our research shows that many team members feel they are lacking in opportunities to be challenged. Try setting aside time for job assignments or development opportunities that require team members to try new things or confront weaknesses without expectation of mastery. Allow failure here to be the greatest instructional tool, and have team members cheer on each other as they push their limits and explore new skills.

# SKILL DEVELOPMENT

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



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## FOCUS QUESTIONS

**Focus question:** My manager is very knowledgeable about the kind of work that I do.

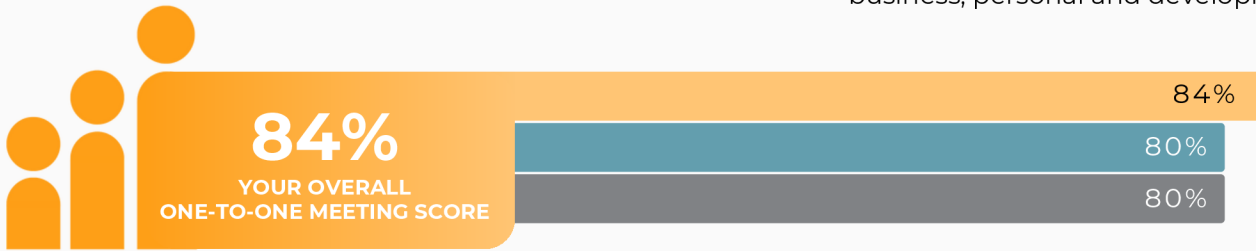
**Development idea:** Your knowledge about the kind of work your team members do is one of your higher scoring questions in the Skill Development theme. Even a proficient understanding of the components, details, and demands of the work each team member executes increases the credibility of your leadership. It helps team members feel confident they can come to you for help with problems and issues or even empathy when dealing with challenges. Look for ways to keep growing your technical knowledge and pass these along in your coaching interactions.

**Focus question:** When I make a mistake, my manager always helps me learn from it.

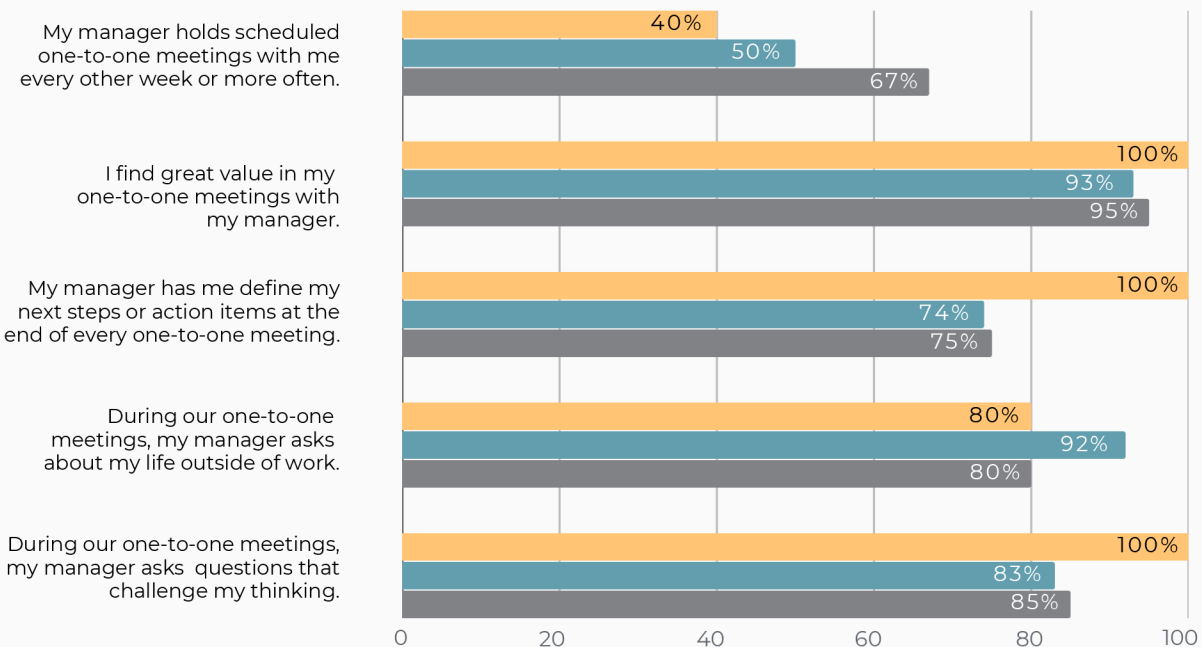
**Development idea:** Helping team members learn from their mistakes is one of the most powerful coaching skills you can develop. A great place to start is to review the process you use for giving feedback. Coaches are often good at pointing out the mistake but fail to follow this up with specific ways or demonstrations on how to fix the mistake. Team members usually know when they have made an error but need you to help them know what to do to improve in the future. Encourage team members to see mistakes as a positive opportunity to learn something new or increase their abilities.

# ONE-TO-ONE MEETINGS

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



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## FOCUS QUESTIONS

**Focus question:** During our one-to-one meetings, my manager asks questions that challenge my thinking.

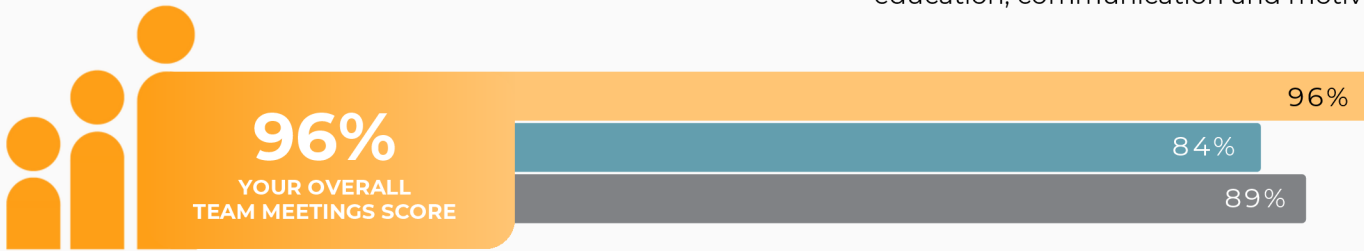
**Development idea:** Asking your team questions that challenge their thinking is one of your higher scoring questions in the One-to-One Meeting theme. It's easy to get into a rut with one-to-one meetings where project details are updated and the focus is on outcomes and productivity. Our research indicates, however, that team members and motivation in being given opportunities to think beyond just their normal work responsibilities. Also, asking them to think in more higher-level realms helps you gain insights into their work that can make your teams more efficient and engaged.

**Focus question:** My manager holds scheduled one-to-one meetings w/me every other week or more often.

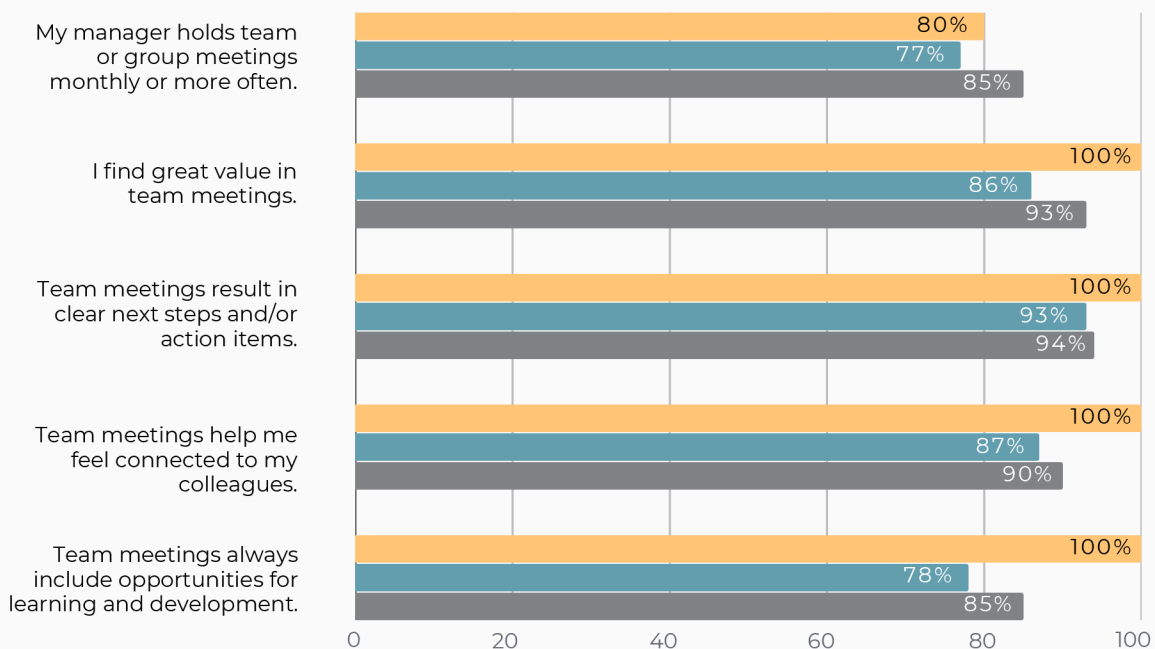
**Development idea:** Highly effective coaches know that one of the most important uses of their time is the time spent with their team members in their regularly scheduled one-to-one meetings. Our research indicates one-to-one meetings are most effective when they are held every other week or more often. Whether for 30 minutes, an hour, or some other length of time that works best for your team, these sessions can have some of the biggest positive impact on your coaching relationships. They are especially powerful when you make sure to include time to touch base on not just professional but also personal updates.

# TEAM MEETINGS

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



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## FOCUS QUESTIONS

**Focus question:** Team meetings always include opportunities for learning and development.

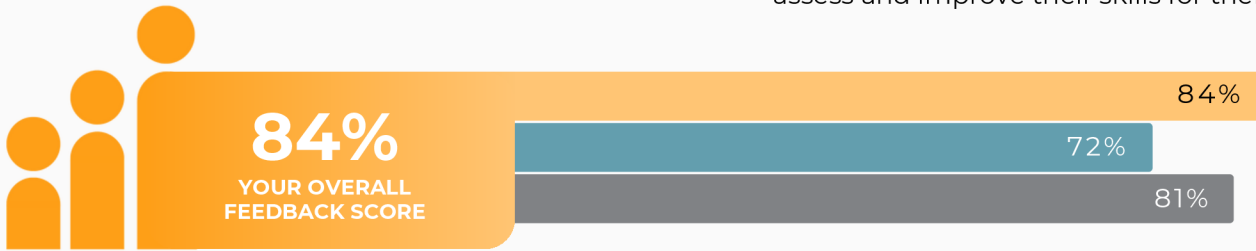
**Development idea:** Including opportunities for learning and development in team meetings is one of your higher scoring questions in the Team Meeting theme. Keep making a habit of incorporating learning and growth elements into your team meetings. You can foster a continual learning mindset by asking team members to take turns presenting something educational to your team. For example, team members could use five minutes of team meeting time to share something they were taught in a webinar, a new skill they developed, or even the insights gathered from a book or life experience.

**Focus question:** My manager holds team or group meetings monthly or more often.

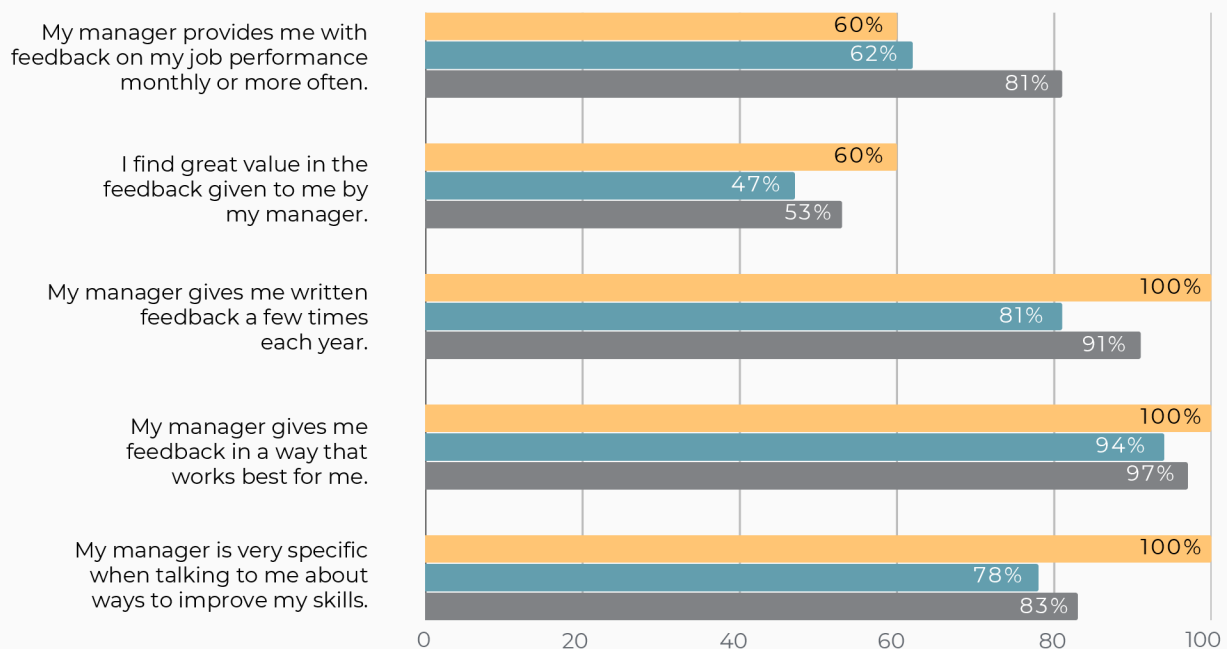
**Development idea:** Regular team meetings are a great way to build team alignment. When teams connect together, they're better able to understand their objectives, goals, and responsibilities. An extra benefit of regular team meetings is the opportunity for team members to engage with colleagues they may not interact with on a regular basis. You can leverage this coaching best practice by making sure you are holding team meetings at least once a month or more often.

# 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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## FOCUS QUESTIONS

**Focus question:** My manager is very specific when talking to me about ways to improve my skills.

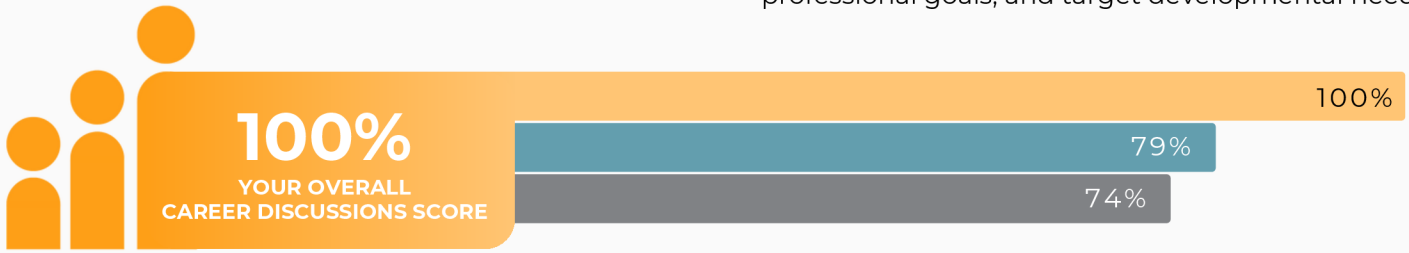
**Development idea:** Being specific when talking to team members about ways to improve their skills is one of your higher scoring questions in the Feedback theme. Leaders who are strong in this area know that specific feedback is best at offering clear & actionable insights that guide individuals towards improvements that matter the most. Keep a focus on the strength as it has meaningful impact in the coaching relationship. It not only accelerates skill development but empowers team members to take ownership of their growth in ways tailored to them and fostering a culture of continuous learning and personal progress.

**Focus question:** My manager provides me with feedback on my job performance. monthly or more often.

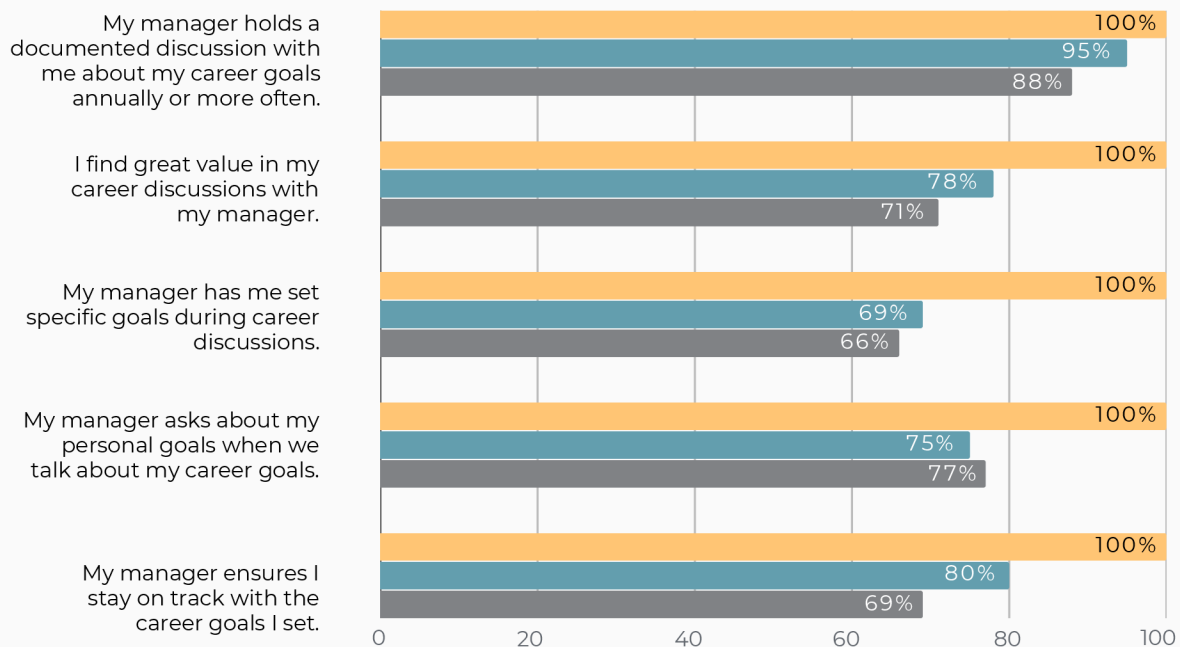
**Development idea:** Providing regular feedback to team members is a way to build trust and rapport with each member of your team. When given at least monthly or more often, you're communicating to your team members that their work matters and that you see and appreciate their contributions. Consistent sharing of feedback also builds self-awareness in team members and helps create a feedback loop for honest and direct conversations. Help make sure you are executing this activity regularly by keeping a check list of team members to help make sure each team member has a regular check point with you.

# CAREER DISCUSSIONS

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



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## FOCUS QUESTIONS

**Focus question:** My manager has me set specific goals during career discussions.

**Development idea:** Helping team members set specific goals during career discussions in one of your higher-scoring questions in the Career Development theme. Most team leaders understand that career discussions are typically designed to involve some component of goal setting for the future. More effective coaches know these goals need to be specific, measurable & achievable. Specific goals give team members a defined path to follow & allow for transparency when evaluating if goals have or have not been met.

**Focus question:** My manager holds a documented discussion with me about my career goals annually or more often.

**Development idea:** Having an annual, documented career discussion with your team members is one of the most meaningful ways you can foster a mutual strategy for the future between you and your team members. These conversations allow you to get a better understanding of your team member's aspirations and communicate your long-term expectations for their growth. Documenting these discussions in written form creates an extra layer of accountability and commitment to accomplishing goals. Make sure to include personal goals with professional goals to make these discussions more fulfilling to the overall team member.

# 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 coaching theme 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 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 QUESTIONS RESPONSES

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

Better people, or what i mean is more experienced people!

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Improve your assertive communication with all team members.

Mejor comunicacion

The most important thing is to always have good communication.

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

communication, and help

Explaining how to do the activities correctly

Always reminding us to properly follow company protocols and daily work objectives .

Siempre esta disponible cuando lo necesito.

He understands and comprehends every employee

## Are there any additional comments you would like to share?

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No.

No

Not for today