

Will coaching be of benefit to your organisation?

Answer the questions below and get some other people to answer them too. If you answered no to any of these questions then it's possible that contradictions are causing confusion and reducing your performance. Coaching will help to strengthen relationships between individuals and their managers and combat confusion.

Questions for the organisation

- | | Yes | No |
|---|--------------------------|--------------------------|
| 1. Is coaching and managing distinctly defined? | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Can people lower down in the organisation make independent decisions? | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Are people allowed and encouraged to challenge decisions made higher up the organisation? | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Is leadership democratic not autocratic? | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Is behaviour as important as skill in how we assess and reward achievements? | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. Is there effective communication at every level and is there co-operation across the business? | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. Is conflict viewed as healthy? | <input type="checkbox"/> | <input type="checkbox"/> |

Questions for individuals

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|--|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|-----------------------------|
| 1. My manager helps me understand how I contribute to my organisation's objectives. | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | |
| 2. I receive regular feedback on my performance. | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | |
| 3. I think that my performance is evaluated fairly. | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | |
| 4. Poor performance is dealt with effectively in my team. | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | |
| 5. Learning and development I have completed in the past 12 months has helped to improve my performance. | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | |
| 6. I have an acceptable workload. | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | |
| 7. I think it is safe to challenge the way things are done here. | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | |
| 8. I am proud when I tell others I am part of this organisation. | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | |
| 9. My organisation inspires me to do the best in my job. | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | |
| 10. How happy did you feel yesterday? | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 | <input type="checkbox"/> 7 | <input type="checkbox"/> 8 | <input type="checkbox"/> 9 | <input type="checkbox"/> 10 |
| 11. How anxious did you feel yesterday? | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 | <input type="checkbox"/> 7 | <input type="checkbox"/> 8 | <input type="checkbox"/> 9 | <input type="checkbox"/> 10 |
| 12. Overall how satisfied are you with your work? | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 | <input type="checkbox"/> 7 | <input type="checkbox"/> 8 | <input type="checkbox"/> 9 | <input type="checkbox"/> 10 |