



17 responses

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Summary

Question

Individual

General Information

Name

15 responses

Marlyn delos Arcos



Vilma C. Manpatilan

Juliebee L. Cabarles

Francis M. Mansalay Jr.

Roy C. Basnillo

Jay Ann S. Silong

Marlon Geolingo

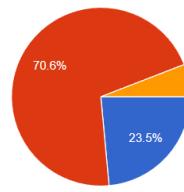
Annabel B. Salazar

Analiza Luengas

Position/Designation

17 responses

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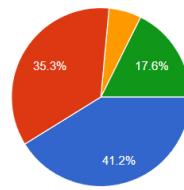


- Assistant Division Chief (SG 18-22)
- Section Chief (SG 18-19)
- AO IV (SG 15)

Years of Experience as a Supervisor in DENR Caraga (SG 15-22)

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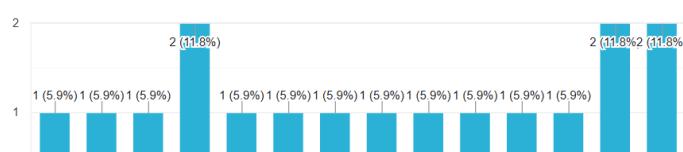
- 1-5 years
- 6-10 years
- 11-15 years
- 16+ years

Division/Section/Unit (Please specify and do not abbreviate)

17 responses

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Summarize responses





Current Coaching and Mentoring Practices

1. Does your division currently implement a formal Coaching and Mentoring Plan?

17 responses

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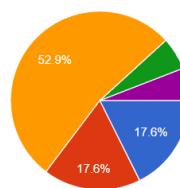


- Yes
- No
- Unsure

2. If yes, how frequently are these plans updated or reviewed?

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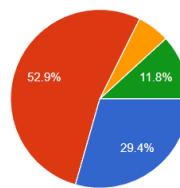


- Quarterly
- Bi-annually
- Annually
- Never
- As the need arises

3. How do you rate the clarity of the current Coaching and Mentoring guidelines?

17 responses

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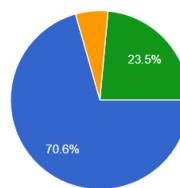


- Very Clear
- Somewhat Clear
- Not Clear
- No Guidelines Available

4. Does your coaching plan follow the Civil Service Commission (CSC) Coaching and Mentoring Framework?

17 responses

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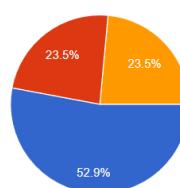


- Yes
- No
- Partially
- I am not familiar with the framework

5. How are coaching and mentoring sessions typically documented in your division?

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- Manually (written logs)
- Digital reports
- No formal documentation

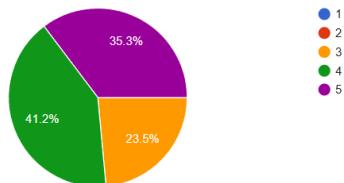
Effectiveness and Challenges in Coaching

1. On a scale of 1 to 5, how effective do you feel the current coaching and

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mentoring process is in supporting subordinate development?

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Please explain your rating:

11 responses

◆ Summarize responses

Very effective in the sense that personnel is aware of the expectation from him of the office

Yes, it enhance subordinate development and boost performance

Basically, coaching and mentoring happened year round to subsequently attend targets and other interventions

The coaching and mentoring is effective in providing interventions, however, some of the supervisors are not aware

As I experienced, I noticed that this project coaching and mentoring of subordinates not yet accepted as the tool for improvement of the individuals though it has clear mandates and guidelines from the Civil Service Commission

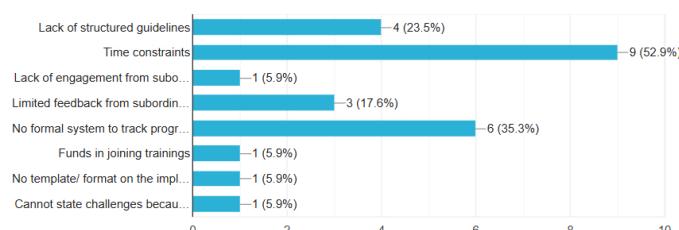
Coaching and mentoring is always an effective tool, unfortunately its still depend on the coachee how he/she will process with what you are doing to her/him

Because we are only human being and not perfect sometimes we commit mistakes so coaching is

2. What are your main challenges in implementing your Coaching and Mentoring Plan?

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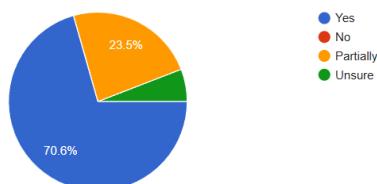
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3. Do you feel the current coaching and mentoring practices align with DENR's digital transformation goals?

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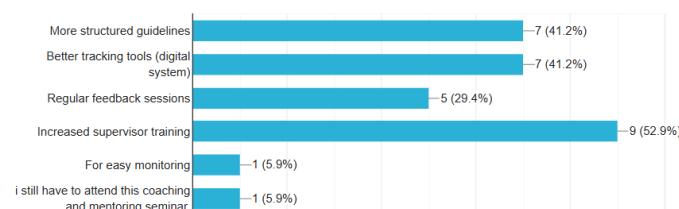


Desired Improvements and Digital Solutions

1. What improvements are necessary to enhance coaching and mentoring practices in DENR Caraga?

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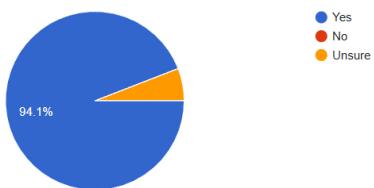
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2. Would a digital platform for tracking coaching and mentoring progress help improve the current system?

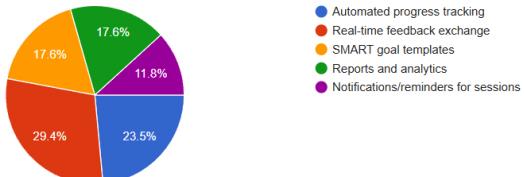
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- Yes
- No
- Unsure

3. What features would you like to see in a digital coaching and mentoring system?

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- Automated progress tracking
- Real-time feedback exchange
- SMART goal templates
- Reports and analytics
- Notifications/reminders for sessions

4. How could a digital system support DENR's overall goal of improving leadership and employee development?

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[◆ Summarize responses](#)

Accessible guidance

Technology-driven communication platforms enable transparent and accessible leadership, motivating and engaging subordinates.

It will facilitate easy tracking of mentoring/coaching sessions.

Eventually, we are evolving and adopting through digital system and I think it helps.

It will fast track information dissemination.

easy identification of necessary interventions for development based on reports and analytics

It would make the personnel aware of the need to develop improved leadership and faster employee development

I suggest more trainings on digitalization to all Supervisors in the agency

Final Comments

1. Is there anything else you would like to add regarding coaching and mentoring practices at DENR Caraga?.

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[◆ Summarize responses](#)

None

Provision of funds for possible trainings & workshops

Trust is important in coaching and mentoring, without trust your mentees won't feel safe to share their thoughts, experiences, and feelings.

Embracing digital tools has become essential in enhancing coaching and mentoring practices in the digital age

There should be a plan..

none

I suggest a pattern questionnaire fit to individual tasks

Not much maybe, just the structured guidelines

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