



THE COACHING EFFECT **SURVEY**

BY ECSELL INSTITUTE

THIS REPORT IS FOR
FIRSTNAME LASTNAME

ORGANIZATION
NAME OF ORGANIZATION

DATE
12 . 18 . 19

This report provides the outcomes from your organization's administration of the Coaching Effect Survey (CES) by the EcSell Institute. The CES is a web-based survey designed to help sales leader improve how they coach, lead, and manage sales team to maximize team performance.

This summary provides a unique look at sales management's performance through the eyes of the individuals most knowledgeable on this topic – the sales producers they lead. The information in this summary, when combined with other relevant performance data, can provide a strong foundation for a professional development plan for the sales management team.

The EcSell Institute has developed a single, empirically-based number for assessing how well managers perform as sales coaches called the Coaching Quality Score. By distilling down coaching quality to a single number, we are able to measure the relationship between coaching quality and sales team performance. Indeed, our research shows a statistically significant relationship between sales managers who demonstrate a higher Coaching Quality Scores and those who achieve a higher percentage to their sales goal.

To better help organizations and sales leaders understand how different aspects of coaching impacts sales team performance, the results of this survey are further reported according to four different performance-driving themes: Relationship, Order, Complexity, and Culture. Each theme contains sub-themes that provide more specific insights on the sales manager's coaching impact. These sub-themes include:

RELATIONSHIP: connection, psychological safety

ORDER: activity consistency, activity impact

COMPLEXITY: catalytic factor, skill growth

CULTURE: team experience, organizational experience

The pages that follow contain a detailed reporting of all of your organization's data collected in The Coaching Effect Survey, organized by the four themes in the study. This summary is intended to highlight overall ratings within each theme and suggest ideas to further leverage strengths or improve weaknesses. There is also a link to direct you to the EcSell Institute website where you can find additional resources and information on each of these themes. After reading this summary, we encourage you to review all the data and comments in detail to bring context and further clarity to this overall data.

For additional information about the procedures and analysis of the CES study, please visit us at by clicking [here](#).

YOUR OVERALL THEME SCORES

RELATIONSHIP/ CONNECTION

YOUR ORGANIZATION AVG: **52%**

ECSELL CLIENT AVG: **80%**

YOUR SCORE: **87%**

RELATIONSHIP/ PSYCHOLOGICAL SAFETY

YOUR ORGANIZATION AVG: **52%**

ECSELL CLIENT AVG: **80%**

YOUR SCORE: **87%**

ORDER/ ACTIVITY CONSISTENCY

YOUR ORGANIZATION AVG: **52%**

ECSELL CLIENT AVG: **80%**

YOUR SCORE: **87%**

ORDER/ ACTIVITY IMPACT

YOUR ORGANIZATION AVG: **52%**

ECSELL CLIENT AVG: **80%**

YOUR SCORE: **87%**

COMPLEXITY/ CATALYTIC FACTOR

YOUR ORGANIZATION AVG: **52%**

ECSELL CLIENT AVG: **80%**

YOUR SCORE: **87%**

COMPLEXITY/ SKILL GROWTH

YOUR ORGANIZATION AVG: **52%**

ECSELL CLIENT AVG: **80%**

YOUR SCORE: **87%**

CULTURE/ TEAM EXPERIENCE

YOUR ORGANIZATION AVG: **52%**

ECSELL CLIENT AVG: **80%**

YOUR SCORE: **87%**

CULTURE/ ORGANIZATIONAL EXPERIENCE

YOUR ORGANIZATION AVG: **52%**

ECSELL CLIENT AVG: **80%**

YOUR SCORE: **87%**

OVERALL COACHING QUALITY

MORE ABOUT YOUR OVERALL COACHING QUALITY

There are 21 items in The Coaching Effect Survey that have been identified as having the strongest statistical relationship to top sales performance. Using these items, a mean percentage is calculated for each manager based on the aggregated feedback from all sales reps on their team. These items are used to calculate the Coaching Quality Score and are representative of numerous themes on the survey.

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR OVERALL COACHING
QUALITY SCORE:

87%

Your manager is effective at motivating you to greater sales performance.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	41%	44%	11%	3%	1%
Your Score	-	-	-	-	-

Your manager cares about you as a person, not just a sales producer.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	41%	44%	11%	3%	1%
Your Score	-	-	-	-	-

Your manager is an excellent sales coach.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	27%	44%	22%	6%	1%
Your Score	-	-	-	-	-

How often does your manager hold scheduled one-to-one meetings with you?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	41%	43%	10%	4%	2%
Your Score	-	-	-	-	-

Your scheduled one-to-one meetings with your manager are beneficial.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	50%	40%	9%	1%	0%
Your Score	-	-	-	-	-

When your manager attends a sales call with you, how often do they provide formal feedback?

	All of the Time	Most of the Time	Some of the Time	Rarely	Never
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	20%	25%	30%	12%	13%
Your Score	-	-	-	-	-

The feedback your manager provides on your sales skills helps you sell more.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	38%	43%	16%	2%	0%
Your Score	-	-	-	-	-

OVERALL COACHING QUALITY

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR OVERALL COACHING
QUALITY SCORE:

87%

Your manager provides educational opportunities for you on selling skills, products, industry, or market.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	46%	27%	9%	10%	8%
Your Score	-	-	-	-	-

How often does your manager hold team or group meetings (either in person or over the phone)?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	43%	25%	22%	8%	1%
Your Score	-	-	-	-	-

You find great value in the information provided to you in team meetings.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	39%	49%	10%	1%	0%
Your Score	-	-	-	-	-

Your manager holds holds you accountable to your sales skills.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	45%	48%	6%	1%	0%
Your Score	-	-	-	-	-

Your manager helps you progress toward your career goals.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	35%	41%	17%	5%	1%
Your Score	-	-	-	-	-

Your manager is excellent at recognizing and rewarding your achievements.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	44%	41%	10%	4%	1%
Your Score	-	-	-	-	-

Your manager understands who you are as a person.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	27%	47%	21%	5%	1%
Your Score	-	-	-	-	-

OVERALL COACHING QUALITY

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR OVERALL COACHING
QUALITY SCORE:

87%

Your manager does a good job of using your best skills and abilities.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	44%	41%	12%	3%	0%
Your Score	-	-	-	-	-

You are provided opportunities to grow and develop your selling skills.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	38%	45%	11%	4%	1%
Your Score	-	-	-	-	-

You have a very clear picture of what you need to do to be successful in your role.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	50%	45%	4%	1%	0%
Your Score	-	-	-	-	-

Your manager purposefully asks you to do things that stretch your abilities.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	17%	49%	26%	7%	1%
Your Score	-	-	-	-	-

Even if it is sometimes uncomfortable, your manager pushes you to be a better salesperson.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	26%	55%	16%	3%	0%
Your Score	-	-	-	-	-

When things get stressful, your manager is at their best.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	26%	45%	24%	4%	1%
Your Score	-	-	-	-	-

How would you rate your manager's overall skills as a sales manager?

	0-6	7-8	9-10
Organization Avg.	-	-	-
EcSell Client Avg.	7%	38%	54%
Your Score	-	-	-

RELATIONSHIP/ CONNECTION

MORE ABOUT CONNECTION

This theme examines the depth and quality of relationships between a leader and their salespeople. It considers how effectively the leader is creating a partnership of respect, engagement, and rapport.

Explore resources to learn more about connection, click [here](#).

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR CONNECTION SCORE:

87%

Your manager care about you as a person, not just a sales producer.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	64%	29%	6%	1%	0%
Your Score	-	-	-	-	-

Your manager has a good understanding of your personal life goals.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	34%	40%	18%	7%	1%
Your Score	-	-	-	-	-

Your manager gives you their full attention when you meet.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	52%	40%	5%	3%	0%
Your Score	-	-	-	-	-

Your manager does more talking than listening.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	3%	12%	29%	47%	10%
Your Score	-	-	-	-	-

Your manager knows when something is bothering you.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	19%	50%	27%	3%	1%
Your Score	-	-	-	-	-

Your manager really understands who you are as a person.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	27%	47%	21%	5%	1%
Your Score	-	-	-	-	-

RELATIONSHIP/ CONNECTION

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR CONNECTION SCORE:

87%

Your manager is very open about both their successes and failures.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	31%	53%	13%	3%	1%
Your Score	-	-	-	-	-

Your manager cares more about the numbers than the people on the team.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	2%	5%	15%	40%	39%
Your Score	-	-	-	-	-

RELATIONSHIP/ PSYCHOLOGICAL SAFETY

MORE ABOUT PSYCHOLOGICAL SAFETY

This theme measures a leader's ability to create an environment where salespeople can be open and take risks. It gauges how supported and secure a salesperson feels in their interactions with their leader.

Explore resources to learn more about psychological safety, click [here](#).

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR PSYCHOLOGICAL
SAFETY SCORE:

87%

Your manager does a good job of using your best skills and abilities.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	44%	41%	12%	3%	0%
Your Score	-	-	-	-	-

If you disagree with your manager, you feel comfortable debating with them.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	46%	43%	7%	3%	1%
Your Score	-	-	-	-	-

You could use more positive reinforcement from your manager that you are doing a good job.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	4%	16%	32%	38%	11%
Your Score	-	-	-	-	-

Your manager tends to bring up your past mistakes and failures.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	-	-	-	-	-
Your Score	-	-	-	-	-

Your managers encourages you to try new things even if they may not work.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	-	-	-	-	-
Your Score	-	-	-	-	-

Your manager tends to micromanage people or projects on the team.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	-	-	-	-	-
Your Score	-	-	-	-	-

RELATIONSHIP/ PSYCHOLOGICAL SAFETY

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR PSYCHOLOGICAL SAFETY
SCORE:

87%

You always feel supported by your manager.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	51%	39%	7%	3%	0%
Your Score	-	-	-	-	-

Your manager gives more negative feedback than positive feedback.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	1%	4%	11%	41%	43%
Your Score	-	-	-	-	-

ORDER/ ACTIVITY CONSISTENCY

MORE ABOUT ACTIVITY CONSISTENCY

This theme assesses often and how regularly the leader executes the coaching activities that drive performance. It also considers the leader's overall consistency in following through on their commitments and articulating expectations.

Explore resources to learn more about activity consistency, click [here](#).

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR ACTIVITY CONSISTENCY
SCORE:

87%

How often does your manager hold team or group meetings (either in person or over the phone)?

	Weekly or More	Every Other Week	Monthly	Quarterly	Never
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	43%	25%	22%	8%	1%
Your Score	-	-	-	-	-

How often does your manager hold scheduled one-to-one meetings with you?

	Weekly or More	Every Other Week	Monthly	Quarterly	Never
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	41%	43%	10%	4%	2%
Your Score	-	-	-	-	-

How often does your manager hold a documented discussion with you about your career goals?

	Weekly or More	Every Other Week	Monthly	Quarterly	Never
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	10%	33%	32%	8%	17%
Your Score	-	-	-	-	-

How often do you create a written plan before working a joint sales call with your manager?

	All of the Time	Most of the Time	Some of the Time	Rarely	Never
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	20%	34%	27%	11%	8%
Your Score	-	-	-	-	-

When your manager attends a sales call with you, how often do they provide formal feedback?

	All of the Time	Most of the Time	Some of the Time	Rarely	Never
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	20%	25%	30%	12%	13%
Your Score	-	-	-	-	-

When your manager attends a sales call with you, how often do they provide non-formal feedback?

	All of the Time	Most of the Time	Some of the Time	Rarely	Never
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	66%	21%	7%	2%	4%
Your Score	-	-	-	-	-

ORDER/ ACTIVITY CONSISTENCY

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR ACTIVITY CONSISTENCY
SCORE:

87%

You have a very clear picture of what you need to do to be successful in your role.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	50%	45%	4%	1%	0%
Your Score	-	-	-	-	-

Your manager often asks to reschedule when you have set a time to meet.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	3%	6%	14%	56%	22%
Your Score	-	-	-	-	-

Your manager has excellent follow-through.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	34%	52%	10%	4%	0%
Your Score	-	-	-	-	-

When your manager says they will do something, they always do it.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	34%	54%	9%	3%	0%
Your Score	-	-	-	-	-

ORDER/ ACTIVITY IMPACT

MORE ABOUT ACTIVITY IMPACT

This theme identifies well the leader executes the coaching activities that drive improved performance of their team members. It also includes a salesperson's assessment of the overall quality of their leader's coaching.

Explore resources to learn more about activity impact, click [here](#).

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR ACTIVITY IMPACT
SCORE:

87%

You find great value in the information provided to you in team meetings.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	39%	49%	10%	1%	0%
Your Score	-	-	-	-	-

Your scheduled one-to-one meetings with your manager are beneficial.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	50%	40%	9%	1%	0%
Your Score	-	-	-	-	-

The feedback your manager provides on your sales skills helps you sell more.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	38%	43%	16%	2%	0%
Your Score	-	-	-	-	-

Your documented career discussions with your manager are beneficial.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	50%	40%	9%	1%	0%
Your Score	-	-	-	-	-

Having your manager attend sales calls with you is very helpful.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	39%	44%	14%	3%	1%
Your Score	-	-	-	-	-

Your manager helps you progress towards your career goals.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	35%	41%	17%	5%	1%
Your Score	-	-	-	-	-

ORDER/ ACTIVITY IMPACT

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR ACTIVITY IMPACT
SCORE:

87%

Your manager does an excellent job of recognizing and rewarding your achievements.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	44%	41%	10%	4%	1%
Your Score	-	-	-	-	-

Your manager is an excellent sales coach.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	41%	41%	41%	41%	41%
EcSell Client Avg.	27%	44%	22%	6%	1%
Your Score	43%	43%	43%	43%	43%

How would you rate your manager's overall skills as a sales manager?

	0-6	7-8	9-10
Organization Avg.	-	-	-
EcSell Client Avg.	7%	38%	54%
Your Score	-	-	-

COMPLEXITY/ CATALYTIC FACTOR

MORE ABOUT CATALYTIC FACTOR

This theme considers a leader's ability to challenge salespeople out of their comfort zone and create learning experiences. This includes how effectively a leader promotes a growth environment that challenges people to improve.

Explore resources to learn more about catalytic factor, click [here](#).

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR CATALYTIC FACTOR
SCORE:

87%

Your manager uses role playing to improve your sales skills.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	13%	36%	33%	14%	4%
Your Score	-	-	-	-	-

Your manager consistently holds people accountable to their sales goals.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	45%	48%	6%	1%	0%
Your Score	-	-	-	-	-

Your manager is effective at motivating you to greater sales performance.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	41%	44%	11%	3%	1%
Your Score	-	-	-	-	-

Your manager works just as hard as you do.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	56%	38%	6%	1%	0%
Your Score	-	-	-	-	-

Your manager purposely asks you to do things that stretch your abilities.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	17%	49%	26%	7%	1%
Your Score	-	-	-	-	-

Even if it is sometimes uncomfortable, your manager pushes you to be a better sales rep.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	26%	55%	16%	3%	0%
Your Score	-	-	-	-	-

COMPLEXITY/ CATALYTIC FACTOR

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR CATALYTIC FACTOR
SCORE:

87%

Your manager gives you enough feedback on what you can do to improve your sales skills.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	26%	45%	24%	4%	1%
Your Score	-	-	-	-	-

When things get stressful, your manager is at their best.

	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-
EcSell Client Avg.	26%	45%	24%	1%
Your Score	-	-	-	-

COMPLEXITY/ SKILL GROWTH

MORE ABOUT SKILL GROWTH

This theme measures a leader's ability to help their salespeople improve their sales skills. It includes how effectively a leader delivers feedback, provides coaching suggestions on specific skills and ensures developmental opportunities.

Explore resources to learn more about skill growth, click [here](#).

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR SKILL GROWTH SCORE:

87%

Sometimes your manager takes over a joint call when you wish they wouldn't.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	1%	5%	19%	45%	31%
Your Score	-	-	-	-	-

Your manager provides educational opportunities for you on selling skills, products, industry, or market.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	46%	27%	9%	10%	8%
Your Score	-	-	-	-	-

Your manager gives you enough feedback on what you can do to improve your sales skills.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	36%	50%	12%	2%	0%
Your Score	-	-	-	-	-

Your manager is very specific when talking to you about ways to improve your sales skills.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	36%	48%	12%	4%	0%
Your Score	-	-	-	-	-

You wish your manager spent more time talking about how to generate sales instead of just focusing on sales results.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	7%	16%	40%	30%	7%
Your Score	-	-	-	-	-

You are provided opportunities to grow and develop your selling skills.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	38%	45%	11%	4%	1%
Your Score	-	-	-	-	-

COMPLEXITY/ SKILL GROWTH

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR SKILL GROWTH SCORE:

87%

Rate your manager's ability to effectively coach you (help you improve) on the following:

Prospecting skills

	Very Strong	Strong	Average	Weak	Very Weak
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	29%	48%	19%	3%	0%
Your Score	-	-	-	-	-

Uncovering the needs of your prospects / customers

	Very Strong	Strong	Average	Weak	Very Weak
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	39%	42%	18%	1%	0%
Your Score	-	-	-	-	-

Presentation skills

	Very Strong	Strong	Average	Weak	Very Weak
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	35%	42%	22%	1%	0%
Your Score	-	-	-	-	-

Proposal creation

	Very Strong	Strong	Average	Weak	Very Weak
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	33%	39%	24%	4%	0%
Your Score	-	-	-	-	-

Next step / closing skills

	Very Strong	Strong	Average	Weak	Very Weak
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	38%	46%	15%	1%	0%
Your Score	-	-	-	-	-

CULTURE/ TEAM EXPERIENCE

MORE ABOUT TEAM EXPERIENCE

This theme examines how the relationships within and among the leader's sales team impact the performance environment. It looks at how effectively salespeople create supportive and beneficial relationship with their peers.

Explore resources to learn more about team experience, click [here](#).

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR TEAM EXPERIENCE
SCORE:

87%

Sometimes you hold back from saying what you really think in team meetings.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	-	-	-	-	-
Your Score	-	-	-	-	-

Your team members support each other no matter what.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	-	-	-	-	-
Your Score	-	-	-	-	-

You feel like you have genuine friends on your team.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	-	-	-	-	-
Your Score	-	-	-	-	-

Team members always go out of their way to help each other.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	-	-	-	-	-
Your Score	-	-	-	-	-

You feel safe being exactly who you are with your team members.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	-	-	-	-	-
Your Score	-	-	-	-	-

You would recommend your sales team to your friends as a great team to work with.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	30%	44%	19%	7%	1%
Your Score	-	-	-	-	-

CULTURE/ ORGANIZATIONAL EXPERIENCE

MORE ABOUT ORGANIZATIONAL EXPERIENCE

This theme assesses how relationships with organizational leadership impact the performance environment. It determines how effectively company leadership is listening to needs of salespeople and creating a motivational environment.

Explore resources to learn more about organizational experience, click [here](#).

YOUR ORGANIZATION'S AVG
SCORE:

52%

ECSELL CLIENT AVG SCORE:

80%

YOUR ORGANIZATIONAL
EXPERIENCE SCORE:

87%

In this organization, you feel completely safe to share your true thoughts and ideas.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	30%	44%	19%	7%	1%
Your Score	-	-	-	-	-

You work harder because you care about this organization's mission

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	30%	44%	19%	7%	1%
Your Score	-	-	-	-	-

In this organization, your opinion seems to count.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	19%	45%	22%	12%	3%
Your Score	-	-	-	-	-

Leadership in your organization really understands the challenges faced by the sales producers.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	12%	40%	20%	24%	3%
Your Score	-	-	-	-	-

The expectations of your role in this organization are realistic.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	13%	52%	20%	12%	2%
Your Score	-	-	-	-	-

You would recommend your organization to your friends as a great place to work.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Organization Avg.	-	-	-	-	-
EcSell Client Avg.	13%	52%	20%	12%	2%
Your Score	-	-	-	-	-

RESPONSES TO OPEN-ENDED QUESTIONS

HOW COULD YOUR MANAGER'S SALES COACHING SKILLS
BE IMPROVED?

There are no responses to this item.

WHAT DOES YOUR MANAGER DO BEST AS A SALES COACH?

There are no responses to this item.

IS THERE ANYTHING HOLDING YOU BACK FROM BEING A
HIGHER-PERFORMING SALES PERSON?

There are no responses to this item.

ARE THERE ANY ADDITIONAL COMMENTS YOU WOULD
LIKE TO SHARE?

There are no responses to this item.