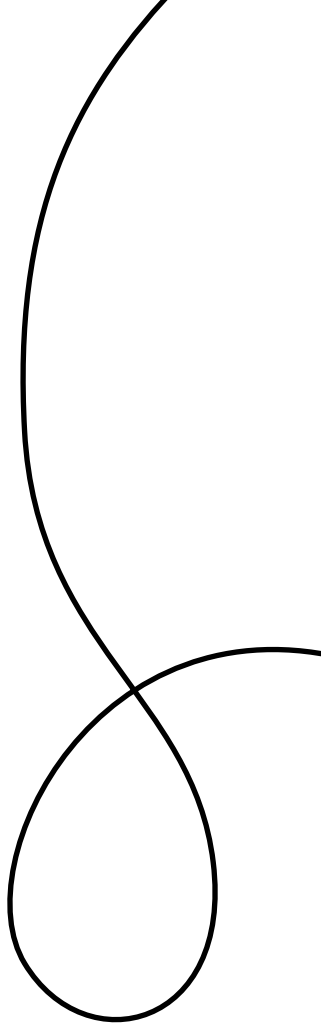


The value of coaching in numbers



Agenda

- Overview of coaching survey
- Hypothesis
- Review of findings
- Next steps
- Questions



Overview

- Updated and launched 1/28/21
- Reduced survey from 62 questions to 7, removing all logic
- Book of business
 - Responses/data does not contain MSFT



Overview

- Please rate your confidence in your ability to achieve the action steps identified on the call. *Confidence is a measure of your belief that you have the right tools and capabilities to achieve your goal.
- Please rate your personal motivation to achieve the action steps identified on the call. “Motivation” is a measure of your personal interest in trying to achieve your goal.
- In general, how satisfied are you with life?
- In general, how happy do you feel?
- Please rate the following: “My daily habits align with achieving my goals.”
- Please rate your satisfaction with your recent coaching engagement.
- Are there any comments or feedback you would like to share?



Hypothesis

- **People who engage in 1:1 coaching increase their motivation and confidence in reaching their goal(s)**



At a glance...

Overview

- Jan. 28 – July. 6th 2021
- 5324 completed surveys
- Avg 3.9 surveys completed per unique member
- 1363 unique members submitted a 1:1 survey

Motivation

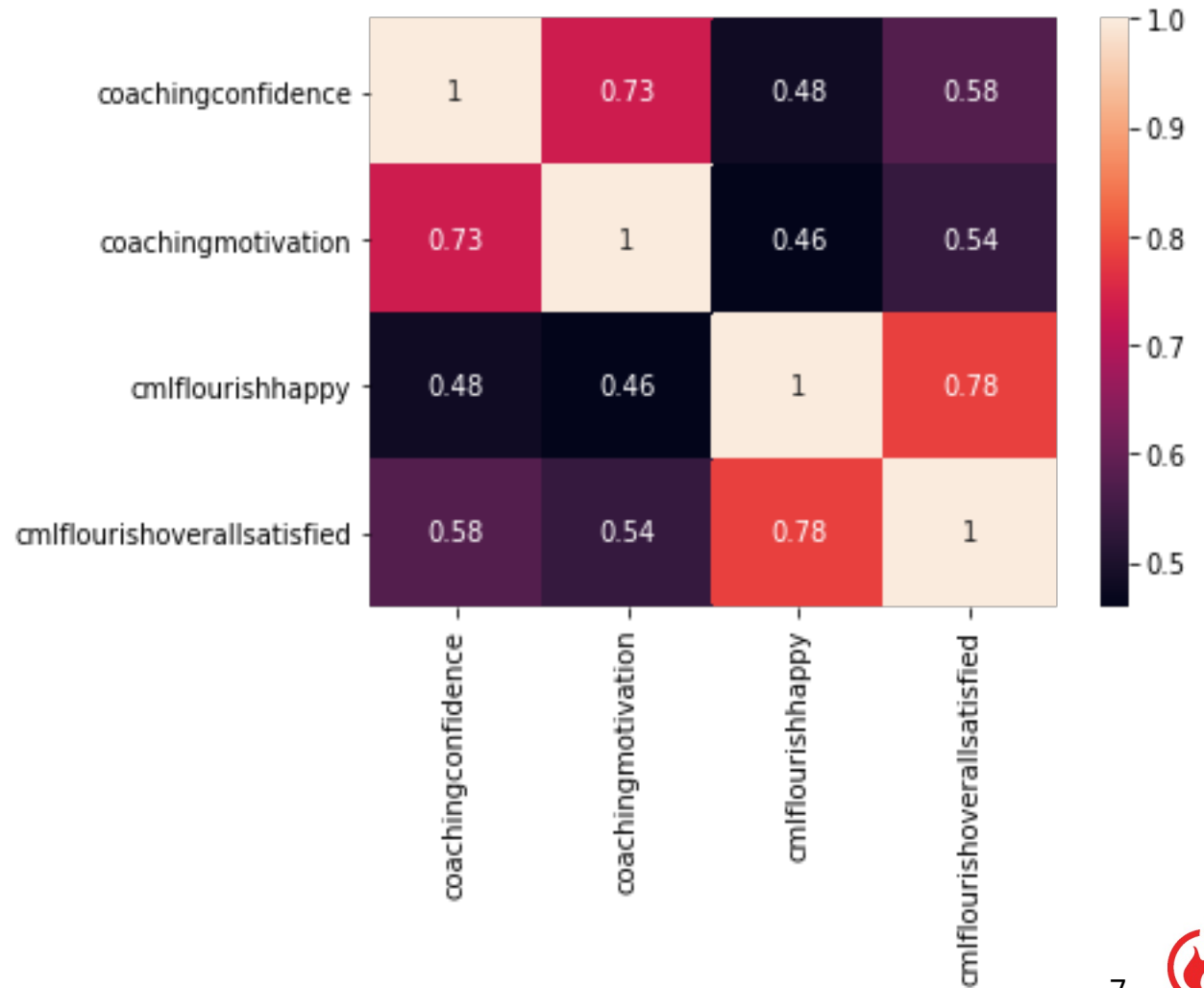
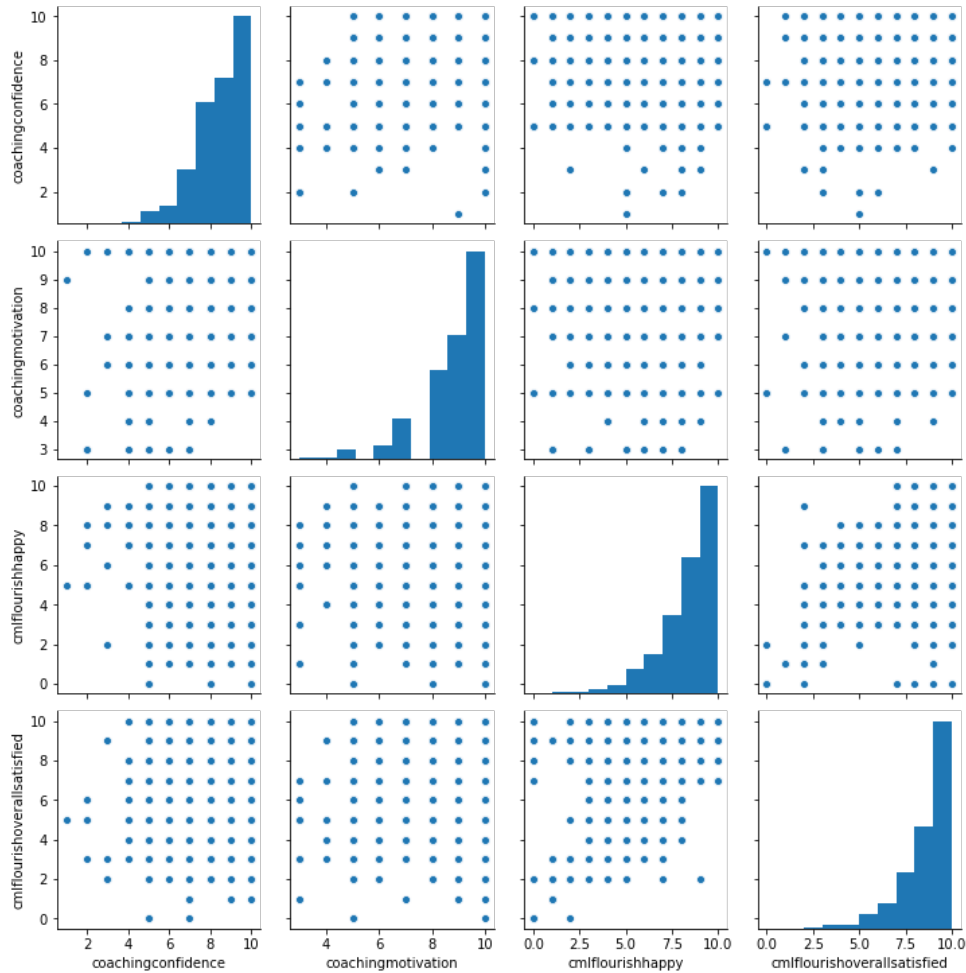
- 8.90 average
- .00126 average difference

Confidence

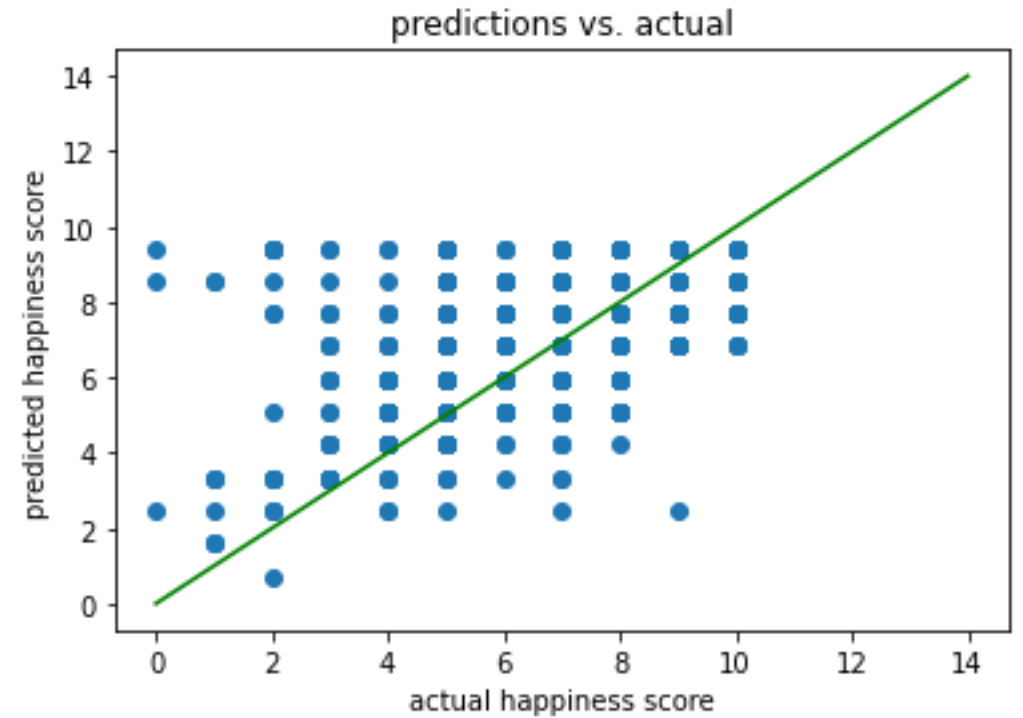
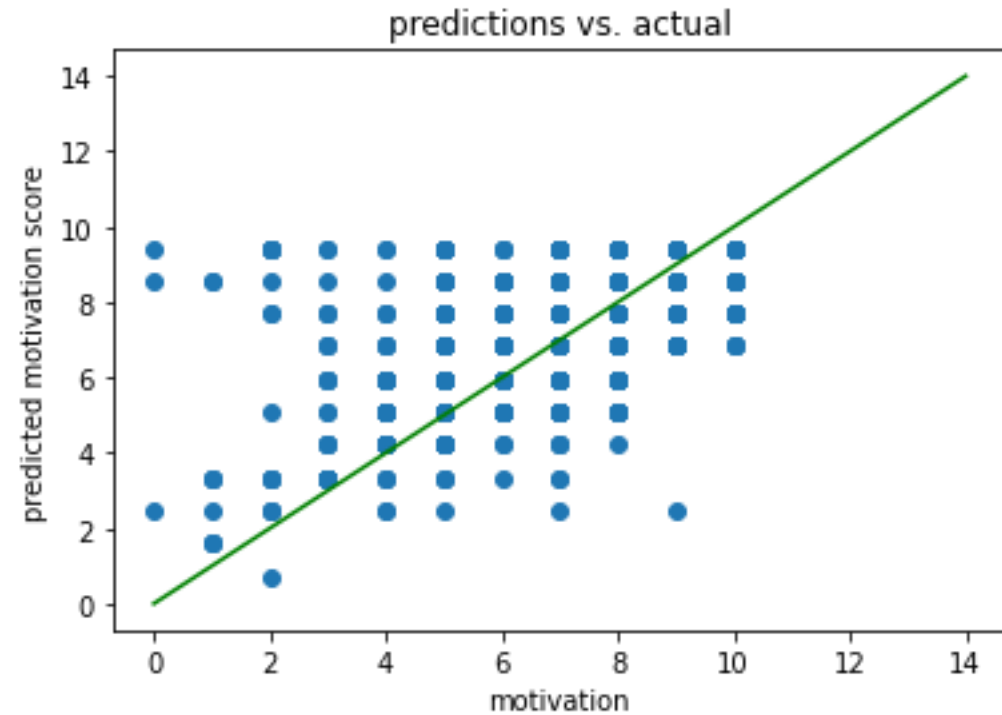
- 8.75 average
- .0012623 average difference



Digging deeper...



And deeper...



Were we correct?

Confidence and Motivation scores had a positive correlation

Able to predict 63% of motivation scores using the confidence number

Confidence and motivation difference is insignificant

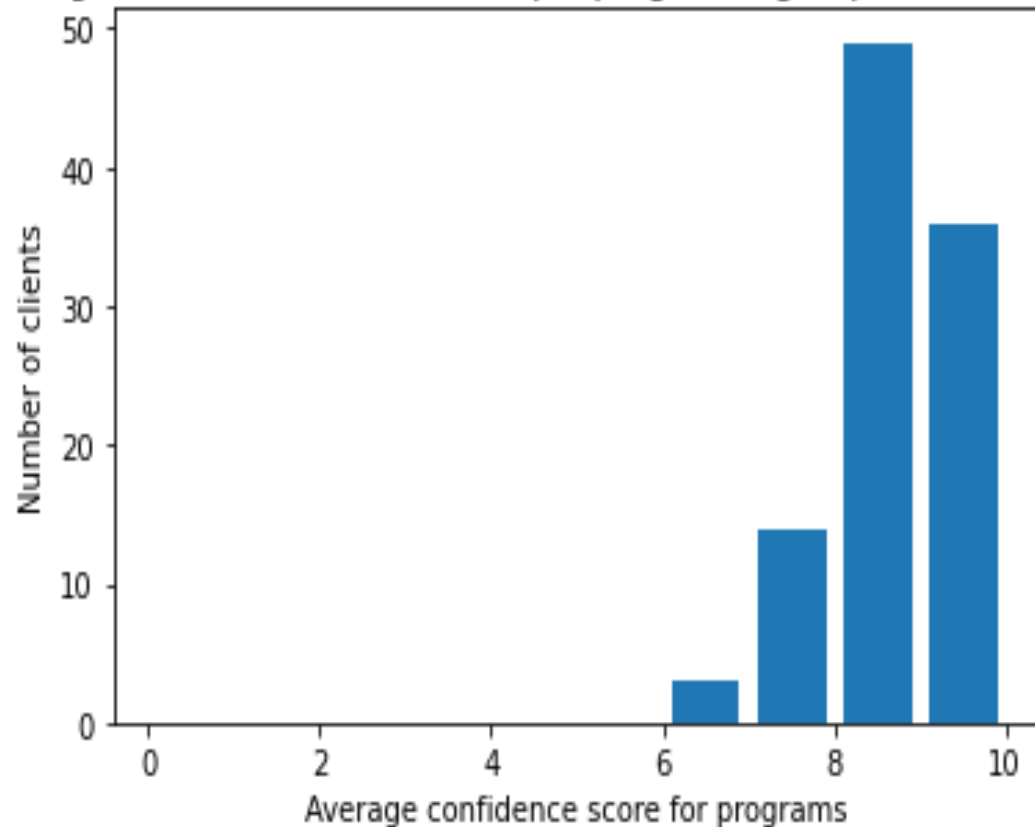


Other Findings...

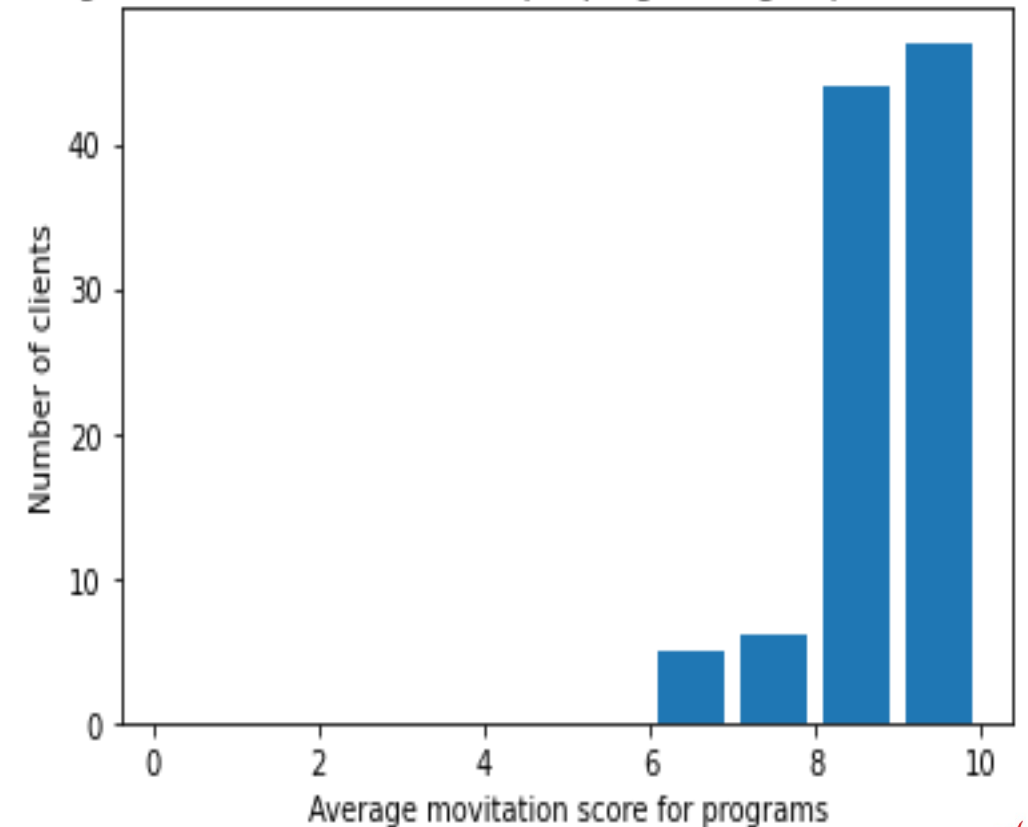


Confidence and Motivation by programs

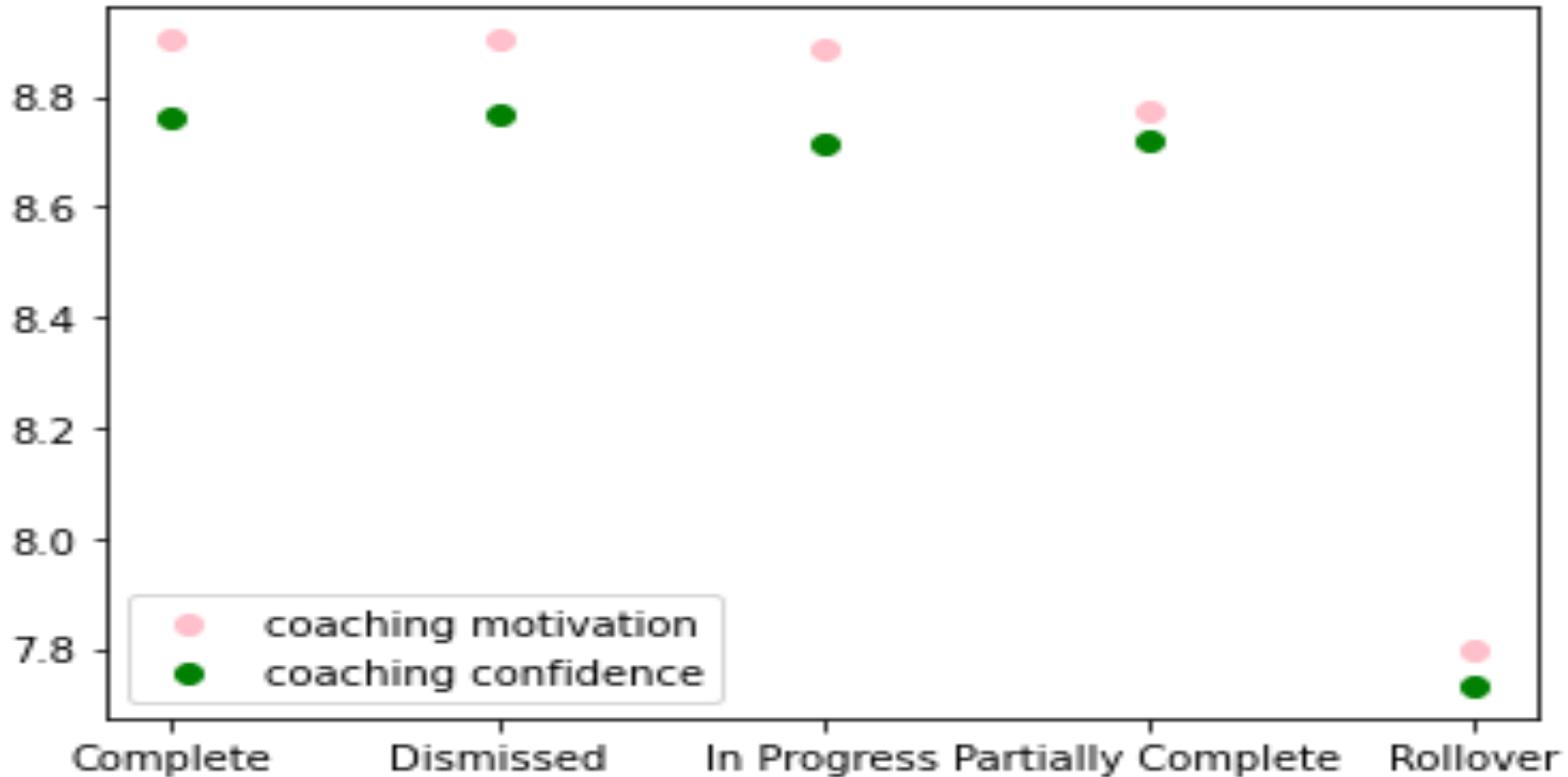
Average confidence score for unique programs, grouped in buckets 0-10



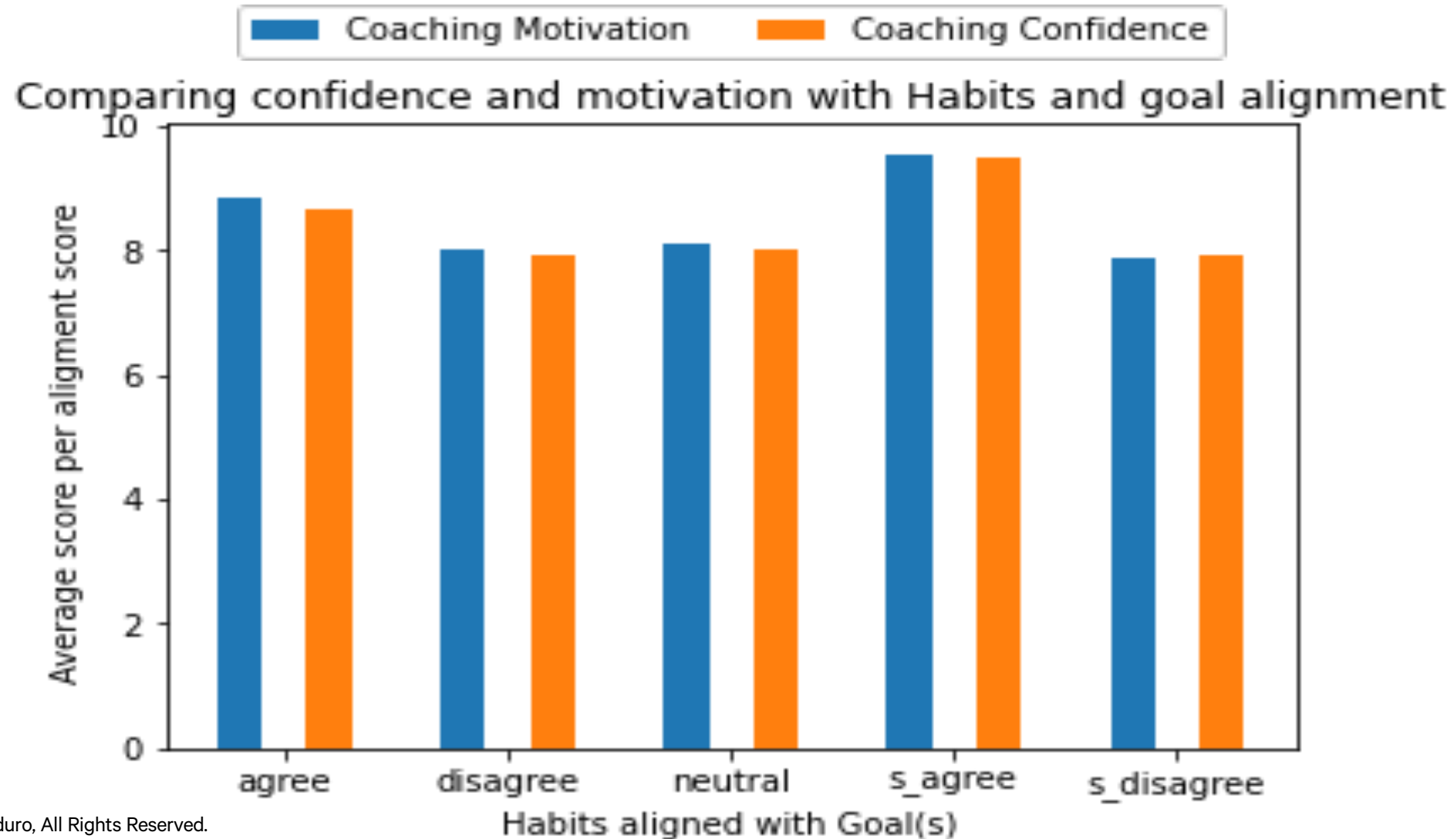
Average motivation score for unique programs, grouped in buckets 0-10



Confidence and Motivation by Goal Status



Confidence and Motivation by Alignment



Next Steps

Launch pre-coaching survey to gather baseline

Compare happiness and overall satisfaction to Flourishing responses

Visualizations in Salesforce and DOMO



Q&A



Thank you!



Appendix

- <https://github.com/darneson1989/2021Coaching/blob/main/Survey2021.ipynb>

