



Client Survey: Measuring Results of Coaching

The purpose of this tool is to assess the perspective of the internal coaching client's manager (or other key stakeholder) on the degree to which coaching has contributed to learning and performance. The tool should be used when a period of at least three months of coaching has elapsed.

Name: _____ Date: _____

Manager/Stakeholder Name: _____

INSTRUCTIONS: Rate each of the following statements according to the degree to which you either disagree or agree with them, and provide a comment or example that illustrates your perspective.

Statement	<< Disagree	Agree >>			
1. Coaching has accelerated the development of my leadership abilities. Comment/Example:	1	2	3	4	5
2. I have explored new strategies or methods to performing my role as a result of the coaching process. Comment/Example:	1	2	3	4	5
3. The coaching process has directly contributed to a change in the results and outcomes of my work. Comment/Example:	1	2	3	4	5

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Name: _____ Date: _____

INSTRUCTIONS: In the following section, the employee/associate has listed three main goals of his/her coaching engagement. For each goal, assess his/her performance level in that area both BEFORE and AFTER the coaching engagement on a scale of 1-10 (1=low, 10=high).

Goal	Before	After
1.		
2.		
3.		

For the goal area where you have noticed the greatest improvement: In what specific way will that contribute to the organization's results?

Additional Comments:
