

PERFORMANCE ASSESSMENT SUMMARY

The participant demonstrated initial defensiveness but showed some openness to dialogue when the manager expressed appreciation. The conversation started with hesitation and mild justification, indicating discomfort with the coaching context.

- EMOTIONAL JOURNEY:

Defensive -> Hesitant openness
- SESSION QUALITY:

Moderate engagement with limited depth due to brief interaction
- KEY THEMES:

Defensiveness, Seeking clarification, Initial openness

CONVERSATION ANALYTICS

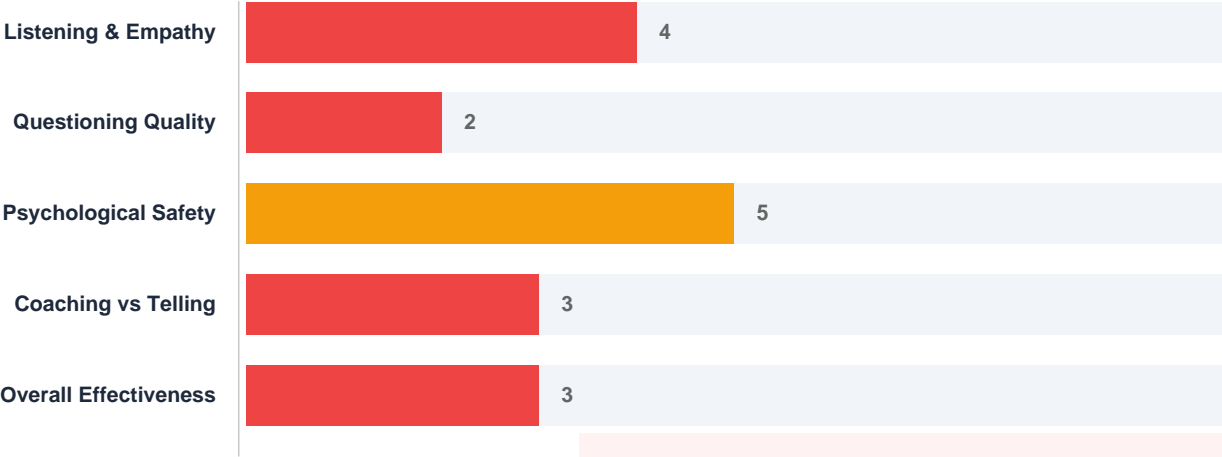
Total Exchanges	Talk Time Balance	Question/Statement Ratio
3	60% User	0.33
Emotional Progression	Framework Adherence	
Defensive to hesitant openness	Minimal due to brief conversation	

SKILL DIMENSION ANALYSIS

DIMENSION	SCORE	INTERPRETATION	IMPROVEMENT TIP
Listening & Empathy	4/10	The participant showed some awareness of their feelings but did not fully engage empathetically with the manager's intent.	Encourage acknowledging the manager's perspective and expressing feelings more openly.
Questioning Quality	2/10	The participant did not ask questions but sought clarification defensively.	Practice open-ended questions to explore the manager's perspective and coaching intent.
Psychological Safety	5/10	The participant expressed concern about disciplinary action, indicating limited psychological safety.	Build trust by sharing feelings and seeking reassurance in coaching conversations.

Coaching vs Telling	3/10	The participant mainly reacted defensively rather than engaging in coaching dialogue.	Focus on sharing experiences and inviting collaborative problem-solving.
Overall Effectiveness	3/10	The participant showed limited engagement and was hesitant to open up, limiting coaching effectiveness.	Work on emotional openness and active engagement in coaching conversations.

SKILL ASSESSMENT VISUALIZATION



SUCCESS MOMENT

""Because honestly, I've been feeling a bit off lately with the targets and all.""
Impact: Created an opportunity for deeper exploration.
Replicate by: Encourage expressing feelings early to build connection.

IMPROVEMENT AREA

""I hope this isn't some kind of disciplinary thing.""
Try instead: Manager could reassure the coaching intent upfront.
Prevent by: Establish clear non-punitive coaching context at conversation start.

STRENGTHS IDENTIFIED

> Initial Openness

Despite defensiveness, participant showed some willingness to share feelings.

IMPROVEMENT AREAS

-> Emotional Openness

Participant hesitated before sharing feelings and concerns.

PERSONALIZED LEARNING PATH

- * Emotional openness

Priority: High | Week 1-2
- * Open-ended questioning

Priority: Medium | Week 3-4

ACTIONABLE RECOMMENDATIONS

- IMMEDIATE ACTION:

Reassure coaching intent to reduce defensiveness.
- NEXT PRACTICE:

Practice active listening and empathy-building.
- FOCUS AREA:

Emotional openness and questioning skills.

Timeline: 2-4 weeks
Success Metrics: Reduced defensive statements by 50%, increased open questions.

OVERALL READINESS: Developing (3/10)

- NEXT LEVEL REQUIREMENTS:

Demonstrate consistent openness and questioning in 3 sessions.

Estimated Timeline: 4-6 weeks with focused coaching