

## INDEPENDENT SKILLS ASSESSMENT

A selection of my coaching clients answered these questions anonymously describing how they felt about being coached by me..

This was an independent survey assessing my skills carried out by the faculty at the Oxford School of Coaching & Mentoring.

The scores shown compare my (Nick Siddle's) coaching skills against a national database of qualified coaches.

All my scores were close to or exceeded the average

	Nick's score	National average
Keeping agreed appointments	10.00	9.03
Allowing you to set the agenda for your sessions	8.67	9.00
Keeping a record of the action points agreed during your sessions	9.00	9.19
Reviewing action points from your previous sessions	9.33	9.08
Encouraging you to use a log or Reflection Note to reflect on learning experiences	9.00	8.41
Sharing experiences and ideas as options to consider, rather than giving you instructions to act	9.67	8.80
Establish rapport with you	9.00	9.22
Communicate easily and openly with you	8.33	9.26
Explain clearly any necessary concepts, information and techniques	8.67	8.52
Give you clear responses, summaries and clarification to your questions	8.00	8.63
Listen actively and positively	9.33	9.20
Use appropriate questioning techniques	9.00	8.63
Display sensitivity to and empathy with your thoughts and ideas	9.33	9.06
Give you clear, concise feedback which was constructive and confidence building	9.33	8.77
Gain your commitment to a Personal Development (or Action) Plan	9.33	8.10
Recognise your preferred learning style	9.00	8.19
Adapt to your preferred learning style	9.00	8.02
Use questionnaires and/or self-assessment profiles to help you understand yourself better	8.67	7.20

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Ensure you retained responsibility to solve problems and change your behaviour	8.67	8.51
Showing patience	9.33	9.20
Using his/her sense of humour	9.00	8.91
Asserting him/herself without being aggressive	8.67	8.92
Showing that he/she was knowledgeable, willing to liaise with other appropriate experts	8.67	8.42
Demonstrating good time management practices	9.33	8.53
Communicating a genuine belief in the potential for people to improve their performance	9.33	9.10
Acting as a good role model	9.33	8.94
Assess your current levels of competence	8.67	8.10
Improve your performance	9.00	8.34
Become more aware of learning	9.33	8.38
Take greater ownership of your own learning	9.33	8.48
Prioritise your development needs	9.00	8.36
Maximise any learning opportunities	9.00	8.12
Set yourself development goals or targets	9.33	8.54
Monitor and/or evaluate the achievement of your objectives	8.33	8.15
Create a Personal Development/Learning Plan	8.67	8.17
Raise your morale	9.33	8.65
The provision of coaching/mentoring demonstrates to me that this company/organisation cares about my development.	10.00	7.42
I believe that coaching/mentoring I have received has had a direct beneficial impact upon the business/work in my area.	9.67	7.45
My motivation in my job has increased as a result of the coaching/mentoring.	9.33	7.77
My coaching/mentoring has helped me sort out personal issues which may otherwise have affected my performance at work.	8.50	6.80

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I am more likely to stay with the company/organisation as a result of receiving coaching/mentoring.	6.67	5.49
It would not be difficult for me to demonstrate how coaching/mentoring has improved my personal performance at work.	8.67	6.92
My coaching/mentoring has directly resulted in business benefits.	9.00	6.00
My coaching/mentoring has indirectly resulted in business benefits.	8.33	6.69