

**Goal-focused Coaching Skills Questionnaire (Grant & Cavanagh 2007)
Observer Version**

Please be frank and open in your response, as this will form the basis for accurate feedback on the coach's coaching skills.

Please indicate the extent to which you agree or disagree with the following statements. Do not spend too much time on any question.

If a question does not seem to apply to you at this time, for any reason – then check the “Neutral or Does not Apply at Present” box.

1 = very strongly disagree 2 = Strongly disagree 3 = Disagree 4 = Neutral or Does not apply 5 = Agree 6 = Strongly Agree 7 = Very strongly agree Think about the <u>coaching session</u> you observed as you answer these questions	Very strongly Disagree	Strongly disagree	Disagree	Neutral or Does Not Apply at Present	Agree	Strongly Agree	Very Strongly Agree
1. The coaching was effective in helping the coachee reach their goals	1	2	3	4	5	6	7
2. The coachee valued the time spent having a coaching conversation	1	2	3	4	5	6	7
3. In the coaching session I felt the coachee was able to present her/his own ideas	1	2	3	4	5	6	7
4. The coach showed that they understood the coachee's feelings	1	2	3	4	5	6	7
5. By the end of the coaching session the coachee had greater clarity about the issues they face.	1	2	3	4	5	6	7
6. The goals set in coaching were stretching but attainable	1	2	3	4	5	6	7
7. The goals set during coaching were very important to the coachee	1	2	3	4	5	6	7
8. The goals set during coaching were somewhat vague	1	2	3	4	5	6	7
9. The coach was very good at helping the coachee develop clear, simple and achievable action plans.	1	2	3	4	5	6	7
10. When coaching, the coach spent more time analysing the problem rather than developing solutions.	1	2	3	4	5	6	7
11. The coach asked the coachee about progress towards goals.	1	2	3	4	5	6	7
12. The coach discussed any performance shortfalls or failure to complete actions steps	1	2	3	4	5	6	7