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

Please be frank and open in your response. Think about your **present** ability to coach others and answer the questions below. Please answer ALL questions.

Please indicate the extent to which you agree or disagree with the following statements. Do not spend too much time on any question. It is very important to rate your self accurately.

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>present coaching session</u> 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. My coaching was effective in helping my coachee reach his/her goals	1	2	3	4	5	6	7
2. My coachee <u>did not</u> seem to value the time we spent having a coaching conversation	1	2	3	4	5	6	7
3. I know how to create an environment in which coaches feel free to present their own ideas	1	2	3	4	5	6	7
4. I purposefully used language that shows that I understood my coachee's feelings	1	2	3	4	5	6	7
5. By the end of the coaching session my coachee had greater clarity about the issues he/she face	1	2	3	4	5	6	7
6. The goals we set when coaching were stretching but attainable	1	2	3	4	5	6	7
7. The goals we set during coaching were very important to my coachee	1	2	3	4	5	6	7
8. The goals we set during coaching were somewhat vague	1	2	3	4	5	6	7
9. I was very good at helping my coachee develop clear, simple and achievable action plans	1	2	3	4	5	6	7
10. When coaching, I spent more time analysing the problem rather than developing solutions.	1	2	3	4	5	6	7
11. I asked my coachee to report to me on progress towards their goals.	1	2	3	4	5	6	7
12. When coaching I found it difficult to discuss any performance shortfalls or failure to complete action steps	1	2	3	4	5	6	7