

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

Please be frank and open in your response, as this will form the basis for accurate feedback on your 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 just had with your coach 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 me reach my goals	1	2	3	4	5	6	7
2. I valued the time we spent having a coaching conversation	1	2	3	4	5	6	7
3. In the coaching session I felt able to present my own ideas	1	2	3	4	5	6	7
4. The coach showed that they understood my feelings	1	2	3	4	5	6	7
5. By the end of the coaching session I had greater clarity about the issues I 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 me	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. The coach was very good at helping me 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. My coach asked me about my progress towards my goals.	1	2	3	4	5	6	7
12. We discussed any performance shortfalls or failure to complete actions steps	1	2	3	4	5	6	7