



Scorecard Contribution

Thank you for taking part in this Coaching Survey. Coaching can make a key contribution to individual and organisation performance. The survey contains 11 questions for you to answer and should take no longer than 5-10 minutes to complete. Answer all questions by filling in the circle which most closely reflects your view.

Your answers to this survey are completely ANONYMOUS. All data is collected and analysed by Proactive Style and no one will know how you personally responded.

Please indicate to what extent you agree or disagree with the following statements. Tick 'Not Appropriate' if you do not feel the question applies to you, or you have no experience from which to form a view.



1	I perceive that the coaching programme is having positive impacts in terms we can measure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	The Learning and Development team make a point of advising coaches on the key messages/scope of training being provided to coachees (where this is known or requested) - OR	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	I perceive that adequate information about most business initiatives relevant to cited or known coaching topics is readily available to coaches if needed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Survey Question Bank

Summary: Correlation of Unit Performance with Programme Participation		
Manager Engagement	0.64	STRONG
Team Satisfaction Index	0.89	STRONG
Stress related Sickness	-0.23	WEAK
# of Reported Accidents	-0.07	UNPROVEN
Days Lost Due To Accidents	-0.04	UNPROVEN
FTE (% Change)	0.98	STRONG
Recruitment Churn	0.85	STRONG
Voluntary Attrition	0.97	STRONG
Unit scorecard data represents % change between Q3 2007 and Q2 2008). Data shaded green indicates a strong correlation, data shaded red represents no correlation, data shaded yellow indicates an unproven correlation.		

Correlation: Manager Engagement		
Unit	Scorecard Performance (% change Q3 07-Q2 08)	Management Development Programme Participation
Glasgow	2.75	7.5
Manchester	3.12	7
Birmingham	3.18	4
Bristol	-2.43	3
Cardiff	2.01	10
Belfast	3.67	4
London	7.09	5
Maldstone	6.55	10
Correlation Co-efficient	0.64	STRONG
Tabulated Co-efficient	1.28	STRONG

Correlation Worksheet

Programme or initiative	1-to-1 Coaching	Realising Your Potential	Managing People (e-learning)	Achievement
Contribution				
Staff motivation	40		17	17
Delegation	10		-30	7
Reduced Escalation	30		-30	5
Effective Decisions	30			3
Staff development	0	-10	-30	2
Reduced Fire-Fighting	-20	20		2
Effective Influence	0			
Reduced Reworking	30			

Portfolio Performance