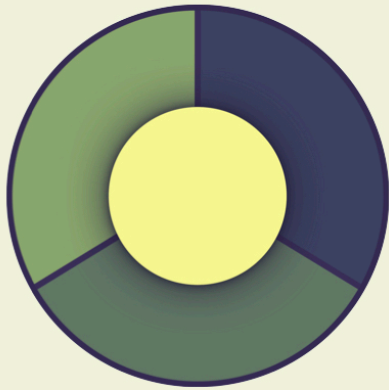


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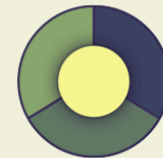
Coaching around Assessments

Types of Assessments

Why Use Assessments?



- Breaking the Ice of Coaching Exploration

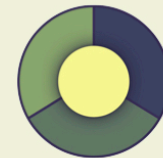


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Why Use Assessments?



- Breaking the Ice of Coaching Exploration
- Creating Awareness of Self and Development Opportunities

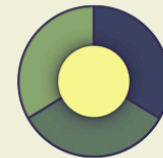


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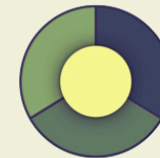
Why Use Assessments?



- Breaking the Ice of Coaching Exploration
- Creating Awareness of Self and Development Opportunities
- Measuring Progress in Behavior and Performance Changes



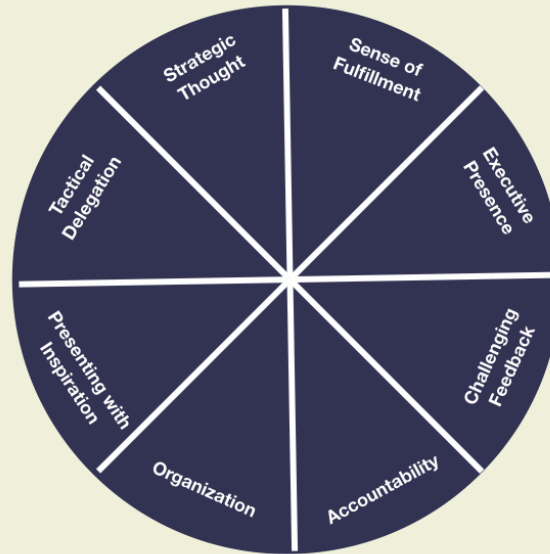
360 Assessments



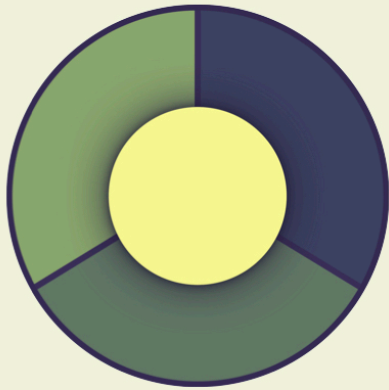
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Wheel of Life

“On a scale of __ to __, how satisfied/
effective are you in each section?”



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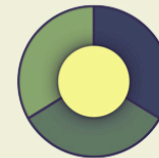
Coaching around Assessments

Debriefing and Coaching with Assessments

Facilitator vs. Coach



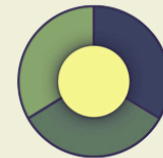
- Not the expert, but able to wear a “facilitator hat.”
- Clearly let your client know when you step into a debriefing/facilitating role.
- During this time, briefly share what you understand of the assessment, and any observations about how the assessment relates to the client.
- After briefly stepping into the facilitator role, clearly let the client know you are transitioning back into coaching.



Exploring Assessments



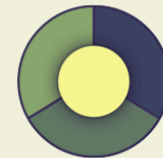
- **Reaction:** Ask for overall reactions to your observations and the assessment as a whole (never offer your observations as if they are *the* truth).
- **Relevance:** Ask questions to help the client identify what is most relevant to explore.
- **Reflect:** Reflect on how the insights relate to the overall goals for the coaching agreement.
- **Redirection:** Ask questions about how the insights may help redirect the focus of future sessions.

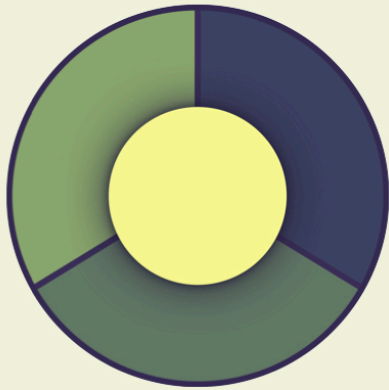


Summary



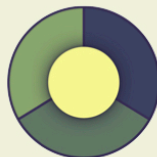
- 1.** Learn about the assessment
- 2.** Study the client's assessment results
- 3.** Consider observations and questions you could bring up in the coaching session
- 4.** Offer "facilitator mode" insights in the session.
- 5.** Co-create the exploration of the assessment.





Coaching around Assessments

360 Assessments

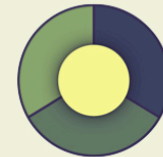


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360 Assessments



- Anonymized feedback on strengths and areas of development
- Mix of feedback gathered through scaled questions and open short answer questions.



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360 Assessments

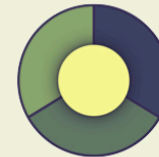


The Leadership Circle®



Hogan 360°

“In-House” 360° Assessments

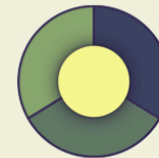


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360 Assessments



- Anonymized feedback on strengths and areas of development
- Mix of feedback gathered through scaled questions and open short answer questions.
- Value from Coaching is in being a thought partner learning from the feedback

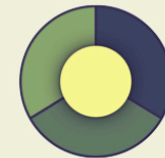


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360 Assessments



Coaches can create their own versions of 360s. Consider looking up guides online for creating and facilitating this process.

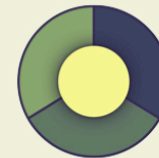


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360 Assessments



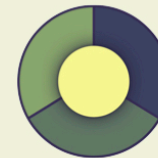
1. Make sure to ask for a copy of the 360.
2. Explore the assessment pre-session, taking notes on patterns and connections to coaching experience so far.
3. Offer feedback as part of the "facilitator mode."
4. Coach around the client's learning from the 360 and your insights.
5. Co-Create measures of success for improvement.



360 Assessments



Focus on learning and applying the learning.



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360 Assessments



When making changes, it's helpful for the leader to share the context of why they are making the changes.

