

Coaching Report



Coaching report Mr. **P.R. de Jong**

Period February 2015 - September 2015



Support Coaching 020
Coach JP. Janszen

Confidential

Introduction

Dear Piet,

During the period February 2015 - September 2015, you completed coaching at 'Support Coaching' under supervision of the undersigned.

There were 6 face-to-face meetings of 1.5 hours and 12 online contact moments. In addition, a conversation between you, your manager and the undersigned took place after the first meeting in order to verify and confirm the coaching goals. We then agreed that you would inform your manager about the end results and that your manager, in consultation with you, would contact me if he or you both deem this necessary.

Hereby you receive the report of the coaching. It consists of:

- the coaching goals you formulated on the basis of the first meeting;
- your scores on the questionnaires;
- my **review** of the coaching track.

Confidentiality

This report is available to you as a client and to me as a coach. It is up to you to decide if anyone else may inspect it.

With kind regards,
Jan-Peter Janszen
Support Coaching 020

Please note: this report contains information of three evaluation moments. The fourth measurement moment (sustainability assessment) is not available yet.

1. Basic administrative data

Gender	Male
Date of birth	01-04-72
Highest educational level	University of Applied Sciences
Coaching initiated by	Manager
Coaching contracted	Voluntary
Starting date coaching	05 February 2015
First evaluation	08 February 2015
Interim evaluation date	02 September 2015
End date coaching	02 September 2015
End evaluation date	06 September 2015
Follow-up evaluation date	Not yet available

2. Clients' motivation for coaching

Answer

I would like to be coached because it seems fun to be coached.	Neutral
I would like to be coached because this reflects my personal values.	Neutral
I would like to be coached because it helps me achieve my career plans.	Somewhat agree
I would like to be coached because it will boost my chances for promotion.	Somewhat agree
I would like to be coached to increase my personal productivity.	Completely agree
I would like to be coached in order to learn how to deal with difficult situations.	Agree

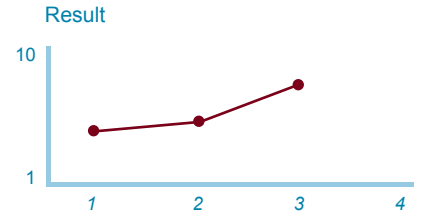
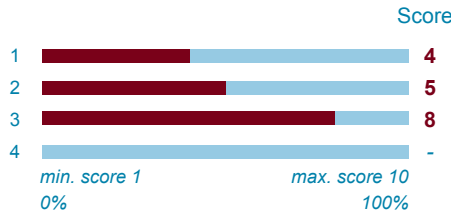
3. Goals

Goal 1	I am happy about the balance between my work and private life.
Goal 2	I am aware of my boundaries in all situations.
Goal 3	I can effectively indicate my boundaries.

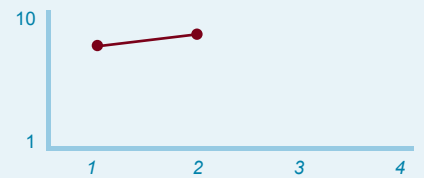
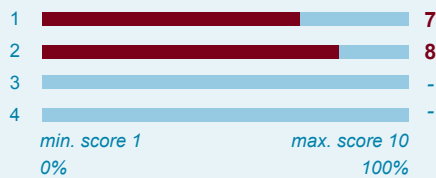
3.1 Goal 1

Goal 1 **I am happy about the balance between my work and private life.**

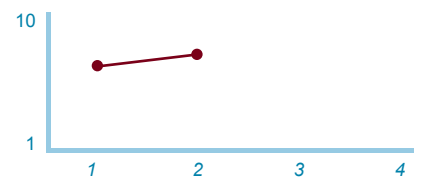
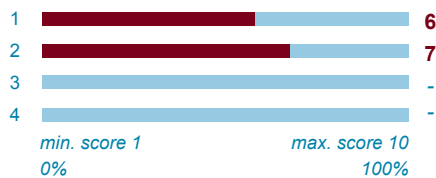
Goal determination
The current status with regard to my goal.



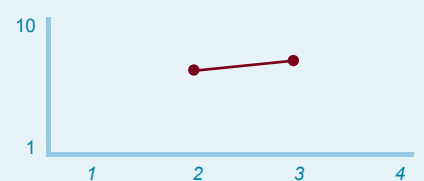
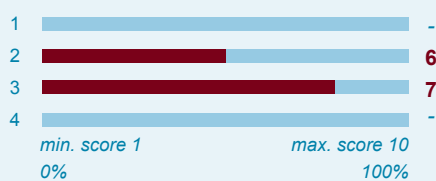
Motivation
The extent to which I am motivated to achieve my goal.



Confidence in the coaching
The extent to which I have confidence in achieving my goal.



Self-reliance
The extent to which I can independently continue working on my goal.



Result

I now understand my own role much better with regard to the imbalance between my work and private life. My underlying idea "You have to be able to do this!" prevented me from realistically estimating how much time something would cost and to prioritise the right things. It also prevented me from delegating and collaborating with the back office.

I took several measures to be at home more often and to regularly recharge myself both physically and mentally. This makes me feel more relaxed, both at home and at work; I am now more alert and started making jokes again. For example, I am now at home at 6 p.m. three times a week and take my son to school twice a week. I also go running with my wife every weekend. I regularly discuss with her whether I am on the right track and we agreed that she will immediately sound the alarm if I seem to fall back into my old ways. I have a similar agreement with my manager. I am becoming increasingly successful in changing my behaviour as soon as I revert to an old way of behaving.

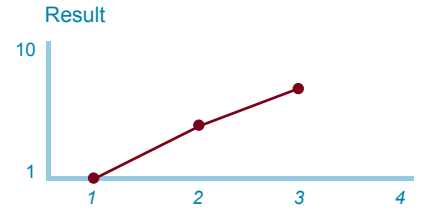
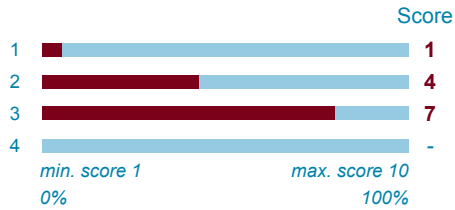
Comments: Scales range from 0 to 10, where 0 indicates a very low score and 10 the highest possible score. The lower the score, the more growth towards the goal is possible. The higher the score, the more the goal has been achieved.

Please note: if a goal has been added at a later stage during the coaching track, fewer measurement moments are available.

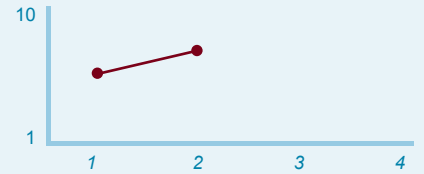
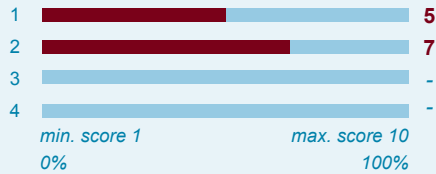
3.2 Goal 2

Goal 2 **I am aware of my boundaries in all situations.**

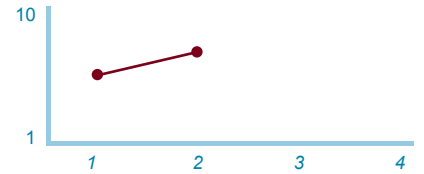
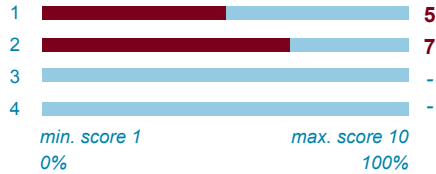
Goal determination
The current status with regard to my goal.



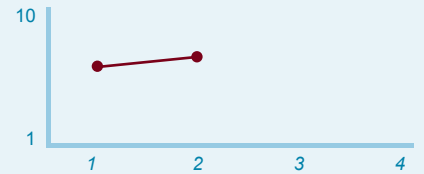
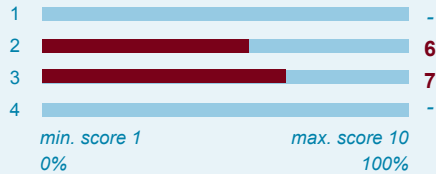
Motivation
The extent to which I am motivated to achieve my goal.



Confidence in the coaching
The extent to which I have confidence in achieving my goal.



Self-reliance
The extent to which I can independently continue working on my goal.



Result

During the coaching, I found out that I have a nagging feeling in my stomach when I say 'yes' while I want to say 'no' but do not dare to. I now profoundly realise that I have to listen to that signal instead of ignoring it. I now also realise that this happens both at work and in my private life, especially in situations that are new to me. This insight has helped me boost my trust in myself.

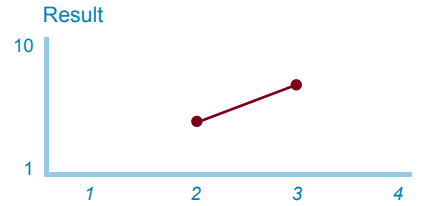
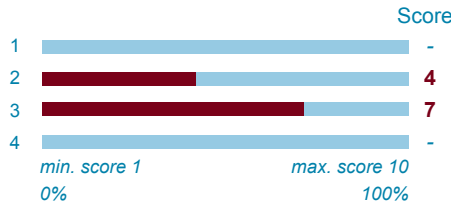
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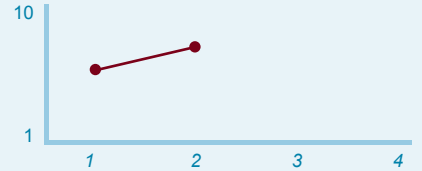
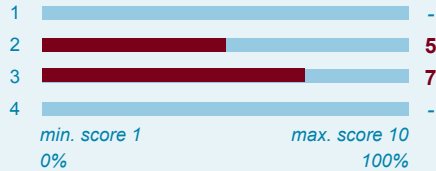
3.3 Goal 3

Goal 3 **I can effectively indicate my boundaries.**

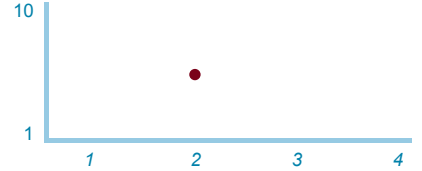
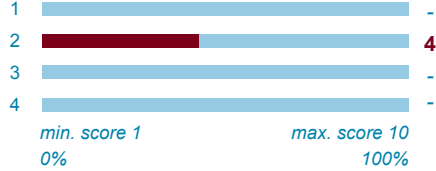
Goal determination
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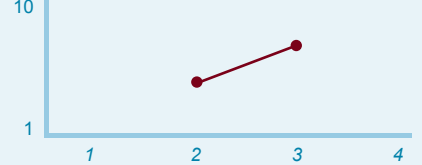
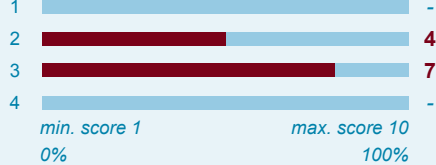
Motivation
The extent to which I am motivated to achieve my goal.



Confidence in the coaching
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Self-reliance
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Result

I have learnt how to refuse a request in a way that suits my personality and does not damage my relationship with the other person. I liked that we practised this a lot on the basis of actual situations I encountered. I was a bit apprehensive about recording it on my iPhone every time, but looking back, I see that this has helped me enormously to conquer my hesitations and to really start doing it. I sometimes ask my wife how she feels I 'sound' now and we now joke about it instead of it being a sensitive topic. I have also indicated in my performance review that I would like my manager to give me feedback about this every month. He thinks it is a good idea, but also feels ambivalent about it as he would rather assign a lot of work to me because then he is sure of the quality of the work.

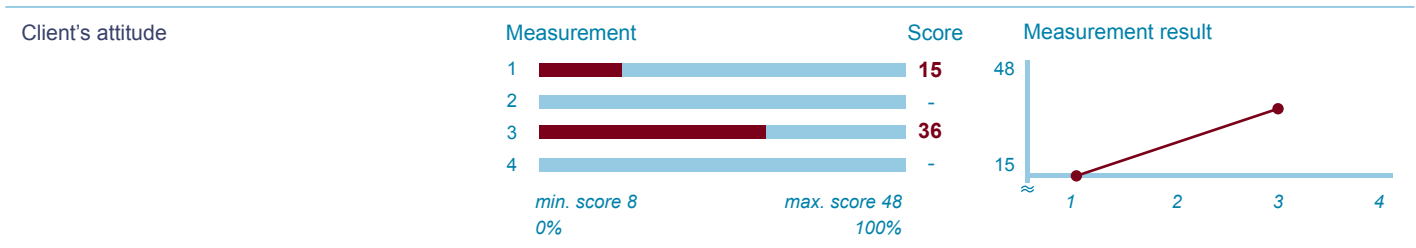
I also notice that it pays to discuss what is going on in my mind. It promotes collaboration, reduces overtime and stimulates contact. In general, it also contributes to my being at ease, both physically and mentally.

At the same time, I realise that I still have a long way to go because I still find it challenging to do this; it does not happen automatically yet.

Comments: Scales range from 0 to 10, where 0 indicates a very low score and 10 the highest possible score. The lower the score, the more growth towards the goal is possible. The higher the score, the more the goal has been achieved.

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4. Client's attitude towards behavioural changes



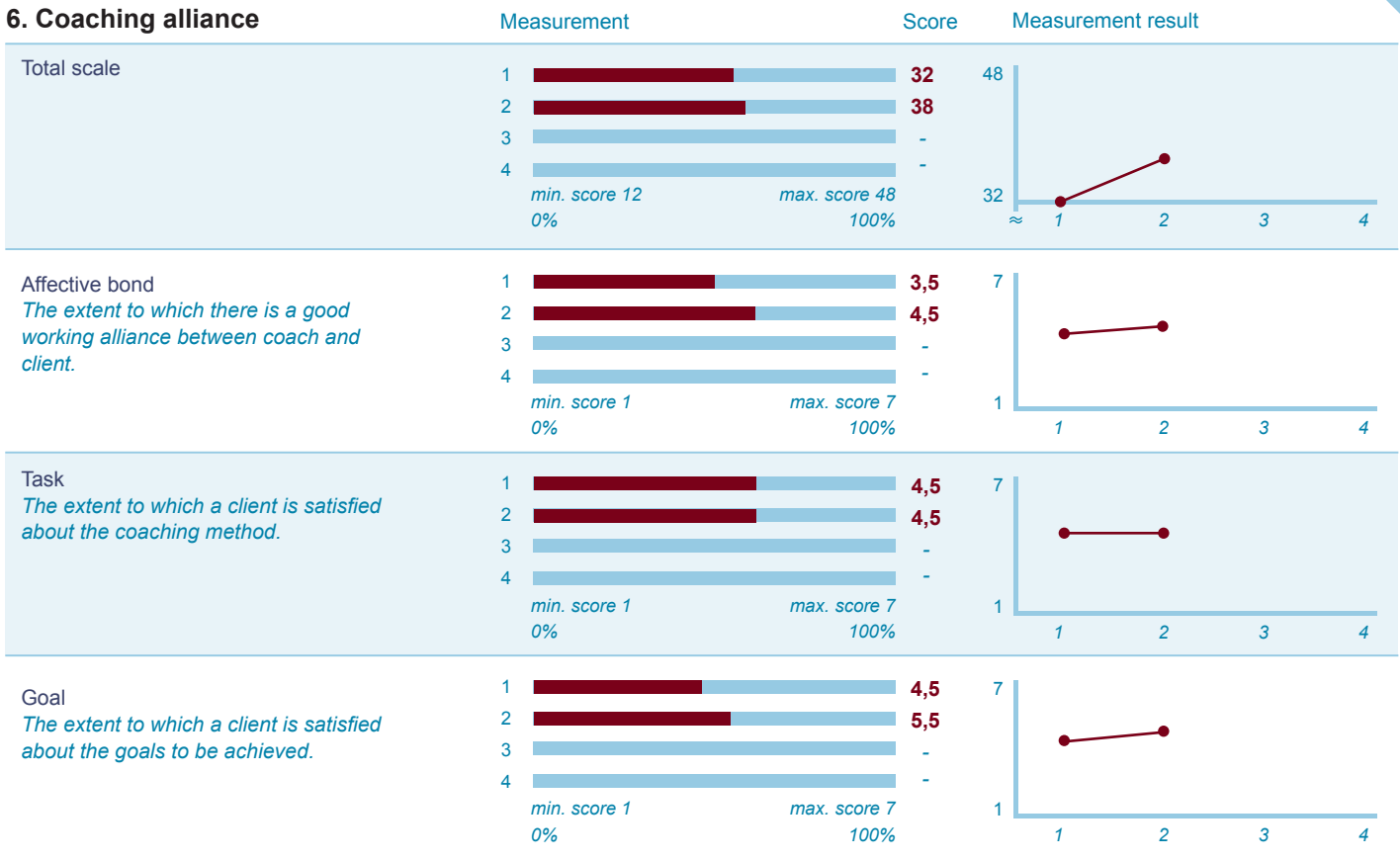
Comments: The higher the score, the more the client believes that people can change (growth mindset). The lower the score, the more the client is convinced that people cannot change (fixed mindset).
This questionnaire was administered at measurement moments 1 and 3.

5. Personality



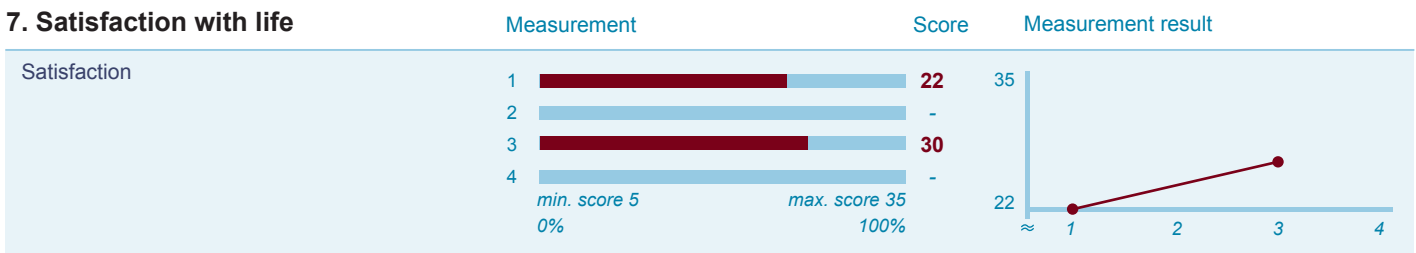
Comments: In psychology, a person's personality (character) is often expressed by means of 5 dimensions (traits). For each dimension, a person can score between 1 and 7. The higher the score, the more a dimension applies to a person.
This questionnaire was administered at measurement moments 1 and 3.

6. Coaching alliance

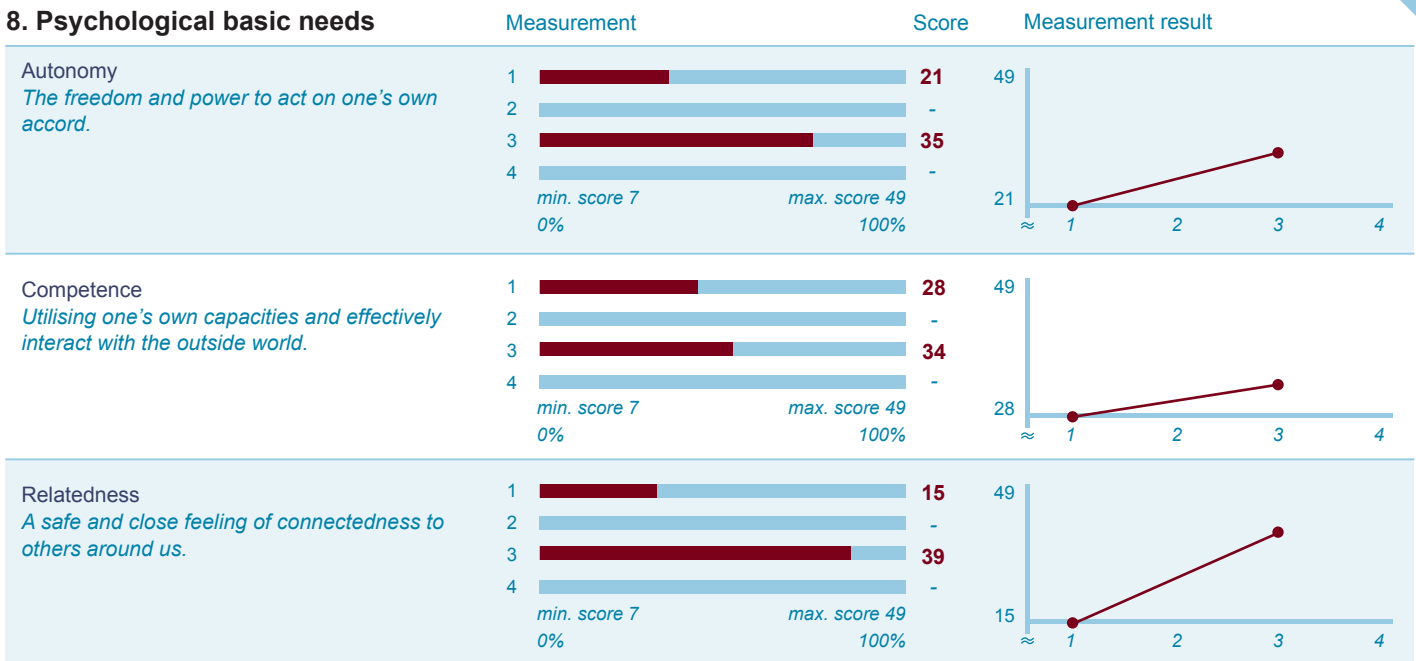


Comments: Within the coaching, a coach and client collaborate to achieve the client's goals. This professional collaboration is called the 'coaching alliance'. The higher the score on coaching alliance, the more satisfied the client is about this alliance. This questionnaire was administered at measurement moments 1 and 2.

7. Satisfaction with life



Comments: The higher the score, the more satisfied the client is with his or her own life. The lower the score, the lower the satisfaction. Scores between 5-9 indicate extreme dissatisfaction, a score of 20 indicates neutral satisfaction (as satisfied as dissatisfied) and a score between 31-35 indicates extreme satisfaction. This questionnaire was administered at measurement moments 1 and 3.

8. Psychological basic needs

Comments: Every human being strives to fulfill their own psychological basic needs. The higher the score on a basic need, the more this has been fulfilled.

This questionnaire was administered at measurement moments 1 and 3.

9. Client evaluation

	Answer
1. I had my doubts about what we were trying to achieve.	Neutral
2. My coach and I have developed good insights into the kinds of changes that would be good for me.	Somewhat agree
3. My coach and I agreed on the things that are important for me to work on.	Agree
4. I could largely determine the course of the coaching myself.	Agree
5. I myself was responsible for the content of the meetings during the coaching.	Completely agree
6. I had a lot of freedom in setting the course of the coaching.	Agree
7. I was in control of my own coaching.	Agree
8. My coach has helped me well in shaping my goals.	Completely agree
9. With the help of my coach, my goals became increasingly clear throughout the coaching.	Completely agree
10. I would give the entire coaching a final grade of (on a scale from 1 to 10)	8
11. I would grade my coach with a(n) (on a scale from 1 to 10)	8,5

Retrospect

The results reflect that the 3 goals have mainly been achieved. You have made substantial progress (one 8 and two times a 7) and you are confident that you can continue on your own.

You know how to bring up the topic and you can refuse requests, but most of all, on a few occasions, you found that this creates understanding, both with your manager and your colleagues.

It was a pleasure to work with you; you felt responsible for the coaching, you thought carefully about specific examples and eagerly worked on your take-home assignments.

I valued the 3-way conference we had with your manager after our first meeting, which ensured full commitment for the coaching from both of you, and which exemplified how you communicate with each other. In my opinion, this has increased the result of the coaching.

Finally, the 6-score (on the client's psychological basic needs) tells me that your 'autonomy' and 'relatedness' have increased. I saw this reflected in your practical examples and our meetings as the coaching progressed.

I wish you all the best and (workplace) enjoyment in maintaining these coaching results!

PS: As part of our agreement, in six months, I will send you the fourth and final evaluation questionnaire about whether your progress has been sustained after the coaching.