**Coachee Feedback**

**Coachee:**

**Organisation:**

**Date:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Coaching Trait** | **1** | **2** | **3** | **4** | **Comments** |
| How did I explain the content of the coaching contract. |  |  |  |  |  |
| How did I explain the importance of the coaching contract. |  |  |  |  |  |
| Did you feel that everyone that needed to be involved in the contracting process was included. |  |  |  |  |  |
| How did I explain confidentiality and how was this managed during the sessions. |  |  |  |  |  |
| How clear were my explanations on how the sessions would be structured? |  |  |  |  |  |
| How did I adapt the sessions in a format and style that was comfortable for you? |  |  |  |  |  |
| How were my active listening skills during our sessions? |  |  |  |  |  |
| Did you feel I understood your needs and outcomes? |  |  |  |  |  |
| How did I use summarising and paraphrasing? |  |  |  |  |  |
| How did I use open ended questions to discover more information and get you out of your comfort zone. |  |  |  |  |  |
| How did you feel my overall questioning skills were during our sessions? |  |  |  |  |  |
| Did I allow you to speak without interruption? |  |  |  |  |  |
| Did I allow silences for you to reflect on some of my questions? |  |  |  |  |  |
| How was my ability to communicate with you as an equal. Adult to Adult. |  |  |  |  |  |
| Did the spaces between sessions work for you? How flexible was I to adapt to your timing needs to achieve your outcomes? |  |  |  |  |  |
| How was my level of knowledge of some diagnostic tools (Performance Wheel, learning styles, other diagnostics available in your organisations…) |  |  |  |  |  |
| How was my ability to provide useful feedback during and after our sessions? |  |  |  |  |  |
| How was my ability to stay within a professional work ethic as a coach? |  |  |  |  |  |
| How was my ability to no bring my own ideas, beliefs, values and solutions to our discussions |  |  |  |  |  |
| How was my ability to use OSCAR as a coaching framework tool to conduct our coaching sessions |  |  |  |  |  |