



**Coaching Evaluation Summary: Phase III  
As of June 6, 2007**

Item (N=17)	Mean	SD	Min	Max
<b>1. Provided insights into your career and performance</b>	4.47	0.62	3	5
<b>2. Provided assistance in the development of your career goals and action steps.</b>	4.41	0.51	4	5
<b>3. Listened carefully to questions and comments</b>	4.94	0.24	4	5
<b>4. Appropriately focused discussion on academic and/or personal objectives</b>	4.82	0.39	4	5
<b>5. Used effective coaching style and interpersonal skills</b>	4.76	0.44	4	5
<b>6. Overall Coaching Effectiveness</b>	4.76	0.44	4	5

Note. 5 Excellent, 4 Very good, 3 Good, 2 Fair, 1 Poor  
 A total of 17 faculty members completed the coaching and returned the evaluation form as of June 2007.  
 Include 1 chair and 16 women faculty.

**1. Provided insights into your career and performance**

My coach's insights have helped me enormously with regard to my relationships with everyone in the university. What is remarkable about our conversations is that she helps me to understand myself and honor my own values and goals even as she helps me to accommodate to others' expectations.

[My coach] is unusually insightful with my rather non-traditional career journey. She always creates a comfortable atmosphere for dialogue and discussion.

I was at a difficult stage in my career. It was great to be able to talk to my coach about my career options.

Very thoughtful and insightful.

Gain many new insights with the coach's help.

**2. Provided assistance in the development of your career goals and action steps**

Very skillful in helping me clarify my focus and in determining action steps

The coach is great at identifying goals and staying on task while still being very much present, empathic, and “in the moment”.

### **3. Listened carefully to questions and comments**

[My coach] is an excellent listener – hears, questions and comments and is thoughtful in her response. She is fully present when we meet.

Extraordinary listening ability; made me feel very affirmed and valued.

### **4. Appropriately focused discussion on academic and/or personal objectives**

[My coach] is always kind and sympathetic/empathetic even when she disagrees with my strategies or insights.

Absolutely!

Great blend of academic and personal.

### **5. Using effective coaching style and interpersonal skills**

She is sensitive, gentle and understanding. She is clear in her directives. I enjoy and value our sessions even when the going seems a bit tough.

Tremendous warmth, energy, empathy, insight.

### **6. Overall Coaching Effectiveness**

I knew I wanted a coach but did not expect to get as much out of it as I have.

Very positive experience. Helped me a lot through difficult times.

She is very good in guiding me in discussion and suggesting means for evaluation/assessment.

Extremely supportive, focused, really helped me identify areas to work on as well as strengths.

Working with the coach was great!

### **7. Please describe your overall coaching experience.**

Through discussions, "homework," and a 360 evaluation, I have been helped to see myself and others more clearly and to develop strategies to make my work life easier, achieve my goals, and improve my standing in the university. I will have to "practice" what I have learned. The external difficulties haven't changed, but at least I am not acting like my own worst enemy and may be able to get what I need more often.

Very positive.

I have found it is helpful in focusing on my goals and always encouraging. My strengths have been acknowledged and ways of strengthening my lesser developed skills have come into focus. A profound experience.

I thought that I was helpful and I appreciated the opportunity to have it. but I was not sure to take full advantage of it.

The experience was good, but somewhat difficult to customize to my particular position (I have a non-traditional, non-tenure track position).

I initially was very "negative" about having a coach. But the interaction was great – it was especially good to be able to talk to someone outside of my immediate circle and to get their input.

She was a wonderful addition to my life. She listened well, helped me organize my own scattered ideas and objectives. She recognized early on that I did not need help in many traditional coaching areas such as negotiating or managing relationships. Instead she focused on areas that were of enormous help to me. I couldn't have designed a better or more positive coaching experience.

Pleasant, informative, enjoyable, helpful. I like my coach.

I was very pleasantly surprised by how much I enjoyed and benefited from my coaching experience. The guidance and reflection I received from the coach was so helpful in allowing me to move forward in my career.

I appreciate the opportunity to be coached through this mechanism and [my coach] did a good job. It gave me the opportunity to know myself and the environment that I am in and affirm what I thought in terms of my situation in this institution. I do need to make a change.

It was very helpful. It helped me think about ways to improve. The evaluation was also a great way to get feedback, which forced to think about some issues.

Fantastic! I so appreciated [the coach]'s support through a difficult year. I looked forward to our meetings and was never disappointed. [My coach] found just the right balance of listening and directing, and I really felt "heard" by her.

My main concern prior to the coaching experience was that it was going to be "touch-feelingly, getting in touch with my inner self" sort of thing, to which I do not respond well. I was very pleased that I got constructive assessment of my performance as faculty/mentor, and practical advice. [My coach] also made me aware of resources available at CWRU that should allow for continued development.

It was very helpful to meet with someone to bounce ideas off and make plans for handling tough situations. The coach had great suggestions for thoughts organizing.

I expected it to be painful but I was very enjoyable.

**8. Did you feel encouraged to make improvements based on your coaching sessions?**

Yes, I made several changes as a manager/supervisor, and I felt empowered to move forward with projects involving the Case administration.

Not exactly relevant – spoke a lot about alternatives to current career path. Interaction was helpful.

I was encouraged to take the time to make plans and decisions about my career that I would have satisfied without the coaching sessions.

I am encouraged, enough to seek leadership roles within and outside the institution.

Yes, especially in the days right after a session I would lose momentum as I got farther out from a meeting with my coach.

I am happier with what I have achieved thus far.

Yes. I have not followed through as well as I would have liked, though.

**9. Please describe ways in which your coaching experience met or did not meet your expectations.**

I expected help with some problems. With other difficulties, I expected the coach to say something like "that's too bad, there's nothing you can do about it." But there was always something that I could do to try to make things better. So, my expectations were exceeded.

Since I had no expectations (viewed it as a new experience), I found it an enlightening experience. I am sure the match-up is always important. Who ever assigned this match made an excellent choice. Thank you.

I didn't have any expectations.

I would like to see more specific support for non-tenure positions, if indeed ACES includes these faculty in their program. Women choose non-tenure-track for the very reasons that makes tenure track so difficult (family/work life balance, etc.)

The experience surpassed my expectations in regard to impact. While I anticipated a positive collegial interaction, I did not expect it to have the impact it had.

I feel this mechanism is only one-sided to "improve" women faculty; however, if other issues are not addressed at the meantime, one will never be able to fix the problem.

I didn't know what to expect. The positive feedback from [the coach] gave me a lot of self confidence.

Exceeded my expectations in all areas (and I was looking forward to it to start with, so this is a pretty impressive outcome!)

It was very helpful. I would benefit from on-going coaching sessions as well as more frequent meetings with my coach during the 1 year program.