Thank you for your participation in the Ignite Initiative, a global effort to ignite social progress through coaching. The purpose of this survey is to understand what worked well with coaching, what you gained from coaching, and how it made a difference for you. Your responses are rolled up into a report with other coaching clients and not viewed individually.

Thank you for your generosity of time.

**About You**

 Please tell us about your background.

1. In what region of the world are you located? Please select one (dropdown):

 Asia

Eastern Europe

Latin America and the Caribbean

Middle East and Africa

North America

Oceania

Western Europe

1. Please indicate your age group. Please select one (dropdown):

25 and younger

26-30

31-39

40-49

50-59

60 +

1. What is your current role? Please select one (dropdown):

Organizational Leader (most senior role of your organization)

Location Leader reporting to the most senior leader

Manager of location, business or unit

Project Manager

Other: please indicate

1. How many years have you worked in your current role? Please select one (dropdown):

0-2

3-5

6-10

Greater than 10

1. What type of work did you do, prior to your current role and/or organization? (open-ended comments)

**About Your Coaching Goals**

6. Have you ever participated in coaching prior to the coaching engagement you have just experienced? (Select one)

Yes

No

7. What are your top three coaching goals?

*
*

8. Did you have a documented plan with your goals and action items listed on it?

Yes

No

9. How many times did you and your coach meet? (select one)

1

2

3

4

5

6

7

8

9

10

10. What percent of your goals did you complete? (select one)

0-25%

26-50%

51-75%

76-100%

**About Your Coaching Experience**

11. Please rate the degree to which you agree with each of the following items using the following scale:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| *Motivation and Self-Efficacy* |  |  |  |  |  |
| I had a strong interest in participating in coaching. |  |  |  |  |  |
| I was motivated to act on my learning from coaching. |  |  |  |  |  |
| I was confident that I could find the means to reach my goals during coaching. |  |  |  |  |  |
| I had the tools to solve most of the problems I faced during coaching. |  |  |  |  |  |
| *The Coaching Solution* |  |  |  |  |  |
| My coach ensured our conversations aligned with my goals. |  |  |  |  |  |
| I trusted my coach. |  |  |  |  |  |
| Coaching contributed to my success. |  |  |  |  |  |
| I would recommend coaching to others. |  |  |  |  |  |
| *Work Environment* |  |  |  |  |  |
| Development is viewed positively in my organization. |  |  |  |  |  |
| My peers and/or manager role-model the same behaviors I was focused on developing during coaching. |  |  |  |  |  |
| My manager was engaged in my development plan. |  |  |  |  |  |

12. OPEN-ENDED: Was there anything missing from coaching? If so, what could have enhanced the coaching experience?

13. OPEN-ENDED: Was there anything about the work environment or culture that got in the way of your development?

**About the Changes You Made**

14. Please indicate the degree of change for each of the following skills:

|  |  |  |  |
| --- | --- | --- | --- |
|  | I have not yet applied any new techniques | I have made a minor change (applied at least one new approach) | I have made significant positive change |
| Communication |  |  |  |
| Developing and Managing People |  |  |  |
| Leadership |  |  |  |
| Negotiating and influencing others |  |  |  |
| Personal Development |  |  |  |
| Problem Solving |  |  |  |
| Professional Confidence |  |  |  |
| Resource Planning |  |  |  |
| Teamwork |  |  |  |
| Time Management |  |  |  |
| Work Life Balance |  |  |  |

**About the Impact of Coaching**

Please tell us how coaching has helped you impact your organization and the ripple effect of that result.

15. Consider what you gained from coaching. What was the ripple effect of that change? (Select all the areas that you believe were impacted):

 Operational efficiency

 Time savings

 Reduction of costs or expenses

 Employee retention

 Employee engagement

 Growth in funding

 More constituents served

 Constituents served better or more fully

Progress toward organization’s or department’s metrics/goals

16. In 4-6 sentences please explain how coaching helped you make an impact in any of the areas you identified above. (open-ended)

17. Would you be willing to participate in a 30-minute interview to share your story to help us better understand how coaching is making an impact? If yes, please provide your name and email address, which will be shared with the ICF Foundation.