

Coaching Evaluation by “Coachees”- those who were coached

Aim: To continue to evaluate the role of the microsystems coach and to be able to improve the coaching function and future improvement designs.

Audience: Microsystem Group

Method: Electronic survey using Survey Monkey. Evaluation of 4 phases: Learning Sessions, Between Sessions, Site Visit and General. If you have a Survey Monkey account, please email Marjorie.Godfrey@dartmouth.edu and we can forward the electronic version for your use.

Scale: Strongly Disagree, Disagree, Agree, Strongly Agree

What is your microsystem name?

Who is coaching you and your microsystem?

What are the dates of the coaching?

A. LEARNING SESSIONS

1. Our coach was effective in facilitating our exercises during the Learning Sessions.

Strongly Disagree Disagree Agree Strongly Agree N/A

2. Our coach was able to help us out when we got “stuck.”

Strongly Disagree Disagree Agree Strongly Agree N/A

3. Our coach provided support and guidance to help us become an effective team.

Strongly Disagree Disagree Agree Strongly Agree N/A

4. Our coach developed a positive working relationship with our group.

Strongly Disagree Disagree Agree Strongly Agree N/A

5. What went well during the learning sessions?

6. What could be improved during the learning sessions?

B. BETWEEN SESSIONS

1. Our coach has participated in meetings with our team.

B. Strongly Disagree Disagree Agree Strongly Agree N/A

2. We have had the right amount of phone interaction with our coach.

Strongly Disagree Disagree Agree Strongly Agree N/A

3. We have had the right amount of email interactions with our coach.

Strongly Disagree Disagree Agree Strongly Agree N/A

4. Our coach is easily accessible.

Strongly Disagree Disagree Agree Strongly Agree N/A

5. Our coach has been timely in responding to our requests.

Strongly Disagree Disagree Agree Strongly Agree N/A

6. Our coach has provided needed materials, resources and advice.

Strongly Disagree Disagree Agree Strongly Agree N/A

7. Our coach offers valuable encouragement.

Strongly Disagree Disagree Agree Strongly Agree N/A

8. Our coach has kept us on track with an eye toward the goals and completion of tasks.

Strongly Disagree Disagree Agree Strongly Agree N/A

9. Our coach has been effective in clarifying tasks to be completed between sessions.

Strongly Disagree Disagree Agree Strongly Agree N/A

10. What went Well Between Learning Sessions?

11. What could be improved?

C. Did your coach visit your microsystem (Visit and observe the work of the microsystem?)

Yes No (Please move ahead to D)

1. Our Coach has visited our microsystem to experience what it is we are doing.

Strongly Disagree Disagree Agree Strongly Agree N/A

2. During the site visit, my coach assisted our group to understand the our tasks.

Strongly Disagree Disagree Agree Strongly Agree N/A

3. Our coach supported our efforts to communicate the goals and tasks to the microsystem members.

Strongly Disagree Disagree Agree Strongly Agree N/A

4. Our coach communicated with leadership outside our unit to explain goals and processes.

Strongly Disagree Disagree Agree Strongly Agree N/A

5. Our coach actively engaged with all staff during the site visit.

Strongly Disagree Disagree Agree Strongly Agree N/A

7. Our coach observed our microsystem in action.

Strongly Disagree Disagree Agree Strongly Agree N/A

8. Our coach encouraged us to increase family involvement in the unit.

Strongly Disagree Disagree Agree Strongly Agree N/A

9. The site visit was useful to support our continued progress toward our goals.

Strongly Disagree Disagree Agree Strongly Agree N/A

10. The site visit contributed to improving the coach-team relationship.

Strongly Disagree Disagree Agree Strongly Agree N/A

D. General Coaching Questions

1. Our coach has been effective in encouraging the development of the self-learning and self-leading capacities of our group.

Strongly Disagree Disagree Agree Strongly Agree N/A

2. Our coach has been effective in learning about and responding to local conditions and issues that are particularly significant at our site.

Strongly Disagree Disagree Agree Strongly Agree N/A

3. Coaching has resulted in our group having the ability to know when we are performing well and when we are not.

Strongly Disagree Disagree Agree Strongly Agree N/A

4. Once we have assessed our performance we are able to make adjustments independent of the coach.

Strongly Disagree Disagree Agree Strongly Agree N/A

Comments

5. We have measures and evidence that demonstrate our microsystem's performance.

- Strongly Disagree Disagree Agree Strongly Agree N/A

Comments

6. As a group, we believe we can always improve and continuously seek ways to increase our knowledge, skills, abilities and outcomes.

- Strongly Disagree Disagree Agree Strongly Agree N/A

Comments

7. Describe what you have accomplished as a result of having coaching.

8. What is going well with your coach?

9. What could be improved with your coach?

10. Please provide any additional comments or insights about your coaching experience.