EXECUTIVE COACHING OUTCOMES

Information compiled in this document is collected via confidential online surveys completed at the end of every coaching engagement. This includes feedback from all stakeholders (leaders, their managers, and HR) on recent coaching engagements.
## COACHING RESULTS: LEADER FEEDBACK

### Feedback on Coaching Impact

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree/Nor Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have become a more effective leader</td>
<td>50%</td>
<td>50%</td>
<td>0%</td>
</tr>
<tr>
<td>Others noticed a positive change in my skills/approach</td>
<td>65%</td>
<td>31%</td>
<td>4%</td>
</tr>
<tr>
<td>Coaching enhanced my self-awareness</td>
<td>81%</td>
<td>19%</td>
<td>0%</td>
</tr>
<tr>
<td>I had enough manager support</td>
<td>65%</td>
<td>23%</td>
<td>12%</td>
</tr>
<tr>
<td>I had enough HR support</td>
<td>46%</td>
<td>31%</td>
<td>23%</td>
</tr>
<tr>
<td>There have been tangible business outcomes from coaching</td>
<td>62%</td>
<td>27%</td>
<td>11%</td>
</tr>
<tr>
<td>Coaching was a valuable use of my time</td>
<td>92%</td>
<td>8%</td>
<td>0%</td>
</tr>
<tr>
<td>I achieved my coaching plan goals</td>
<td>81%</td>
<td>19%</td>
<td>0%</td>
</tr>
</tbody>
</table>

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COACHING RESULTS: LEADER FEEDBACK

Feedback on AJO Coach

- I would recommend this coach to others: 92% Strongly Agree, 8% Agree
- My coach challenged me to be a more effective leader: 81% Strongly Agree, 19% Agree
- My coach challenged me to think differently: 77% Strongly Agree, 23% Agree
- My coach used sessions to help with real-time challenges: 88% Strongly Agree, 12% Agree
- My coach was organized, prepared and focused: 88% Strongly Agree, 12% Agree
- My coach provided tools to enhance leadership effectiveness: 77% Strongly Agree, 23% Agree

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Manager Feedback on Coaching Impact

- **There have been tangible business outcomes**
  - Strongly Agree: 70%
  - Agree: 20%
  - Neither agree/disagree: 10%

- **The coaching provided an ROI to the business**
  - Strongly Agree: 60%
  - Agree: 30%
  - Neither agree/disagree: 10%

- **The coaching met my expectations in terms of results**
  - Strongly Agree: 70%
  - Agree: 20%
  - Neither agree/disagree: 10%

- **I would recommend this coach for future engagements**
  - Strongly Agree: 70%
  - Agree: 20%
  - Neither agree/disagree: 10%

- **The Coach kept me informed during coaching**
  - Strongly Agree: 70%
  - Agree: 10%
  - Neither agree/disagree: 10%

- **Individual is a more effective leader**
  - Strongly Agree: 60%
  - Agree: 30%
  - Neither agree/disagree: 10%

- **Individual achieved goals in coaching plan**
  - Strongly Agree: 70%
  - Agree: 20%
  - Neither agree/disagree: 10%

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COACHING RESULTS: HR FEEDBACK

HR Feedback on Coaching Impact

- There have been tangible business outcomes: 75% Strongly Agree, 25% Agree, 0% Neither agree/disagree
- The coaching provided an ROI to the business: 25% Strongly Agree, 75% Agree, 0% Neither agree/disagree
- The coaching met my expectations in terms of results: 50% Strongly Agree, 50% Agree, 0% Neither agree/disagree
- I would recommend this coach for future engagements: 50% Strongly Agree, 50% Agree, 0% Neither agree/disagree
- The Coach kept me informed during coaching: 50% Strongly Agree, 50% Agree, 0% Neither agree/disagree
- Individual is a more effective leader: 25% Strongly Agree, 50% Agree, 25% Neither agree/disagree
- Individual achieved goals in coaching plan: 100% Strongly Agree, 0% Agree, 0% Neither agree/disagree

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## COACHING RESULTS: MANAGER & HR

<table>
<thead>
<tr>
<th>End of Coaching Survey Question</th>
<th>Manager</th>
<th>HR Partner</th>
</tr>
</thead>
<tbody>
<tr>
<td>There have been tangible business outcomes as a result of the coaching</td>
<td>90%</td>
<td>75%</td>
</tr>
<tr>
<td>The coaching provided an ROI to the business</td>
<td>90%</td>
<td>100%</td>
</tr>
<tr>
<td>The coaching met my expectations in terms of results achieved</td>
<td>90%</td>
<td>100%</td>
</tr>
<tr>
<td>I would recommend this coach for future engagements</td>
<td>90%</td>
<td>100%</td>
</tr>
<tr>
<td>The coach kept me informed during the process</td>
<td>80%</td>
<td>100%</td>
</tr>
<tr>
<td>The individual is a more effective leader than prior to coaching</td>
<td>90%</td>
<td>75%</td>
</tr>
<tr>
<td>The individual achieved the goals outlined in his/her coaching plan</td>
<td>90%</td>
<td>100%</td>
</tr>
</tbody>
</table>