



The OCM Group Ltd

prepared for

A. Candidate

Practitioner and General Level 180

The OCM
Suite 1
Orchard House
Hopcraft Lane
Deddington
OX15 0TD

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INTRODUCTION

Interpreting Your Report

This 180 Report is based on the combined feedback from your learners and this, of course, is from quite a small sample. However you can easily compare your scores with those of many hundreds of others who have answered the same questions from a range of quite similar relationships.

This is therefore a benchmarking report, not a psychometric or an exam or end of programme test. The main value will be in the Reflection Note you write after considering the data and discussing it with your coach-mentor or colleagues.

Experience and research suggest that when people complete these type of questionnaires they have a strong inclination to score very highly if the relationship has worked well. But as some people never score 100% positively, it is safe to say that any score between 80-100% is probably as good a result that could ever reasonably be achieved. Conversely, with such a small sample score, below 70% suggests that at least one person may be trying to draw your attention to this topic.

So the scores themselves are not too important. Try to start reflecting on the positive scores rather than focussing on any below our national average. The open ended and optional comments are often a good guide to help interpret this data. Remember, it is the future application of the learning from your reflections on this Report that will be the most important outcome.

1) Techniques - How good was the coach at....

Question	A. Candidate	National average
1 Keeping agreed appointments and arriving on time?	7.5	8.67
2 Allowing you to set the agenda for your sessions?	8.5	8.64
3 Keeping a record of the action points agreed during your sessions?	8	8.53
4 Reviewing action points from your previous sessions?	8.5	8.46
5 Encouraging you to use a log or Reflection Note to reflect on learning experiences?	7.5	7.87
6 Sharing experiences and ideas as options to consider, rather than giving you instructions to act upon?	7	8.34

2) Skills - How well did your coach-mentor.....

Question	A. Candidate	National average
1 Establish rapport with you?	7.5	8.68
2 Acknowledges and helps you explore your thoughts, feelings and ideas	7	8.62
3 Explain clearly any necessary concepts, information and techniques?	8.5	8.06
4 Give you clear responses, summaries and clarification to your questions?	8	8.23
5 Listen actively and positively?	9	8.83
6 Use appropriate questioning techniques?	8.5	8.3
7 Display sensitivity to, and empathy with, your thoughts and ideas?	7.5	8.55
8 Give you clear, concise feedback which was timely, constructive and confidence building?	8	8.35
9 Gain your commitment to a Personal Development / Learning Plan?	8.5	7.7
10 Recognised your preferred learning style and adapted their approach accordingly?	7.5	7.86
11 Accepting and non-judgemental of your attitudes, beliefs and concerns?	8	8.15
12 Asked questions that raised your self-awareness and challenged your assumptions?	8.5	7.71
13 Ensure you retained responsibility to solve problems and change your behaviour?	8	8.3

3) Attributes - How effective was your coach-mentor at...

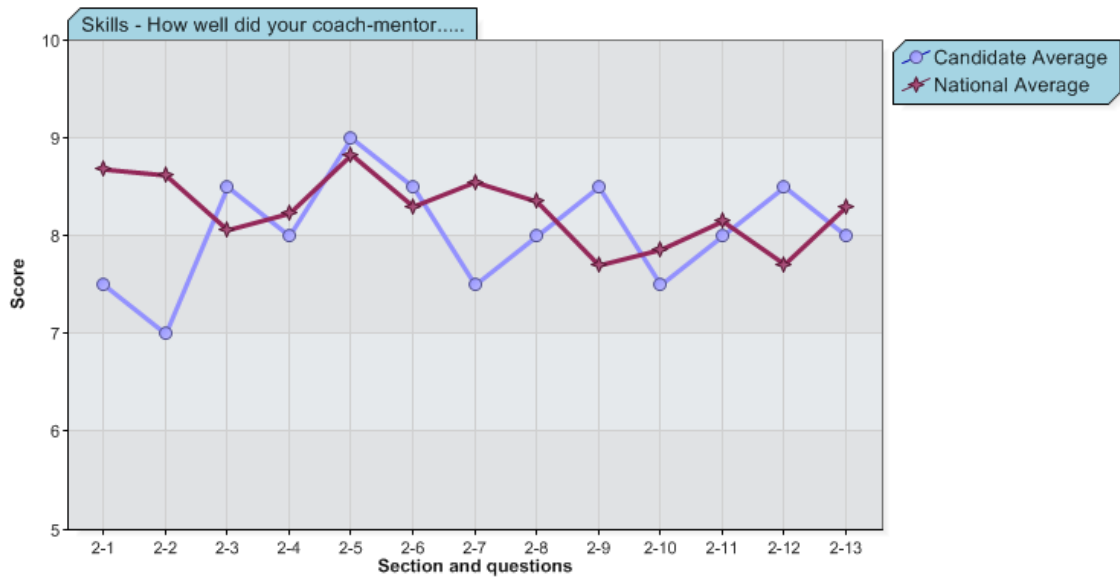
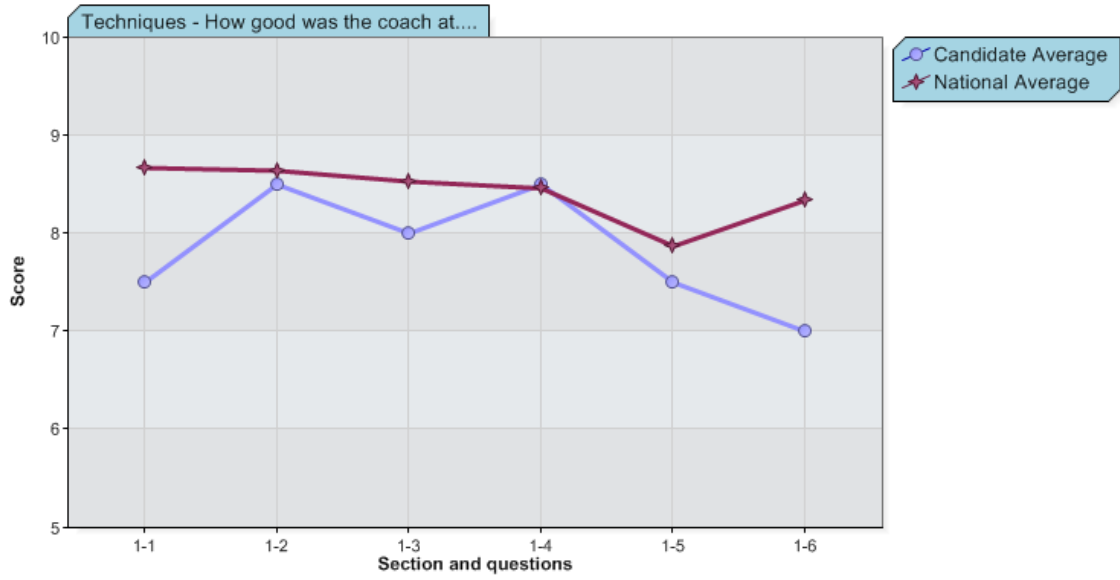
Question	A. Candidate	National average
1 Showing patience?	7.5	8.9
2 Showing respect by acknowledging your values, beliefs, concerns and needs?	8	8.6
3 Asserting him/herself without being aggressive?	7.5	8.56
4 Identifying and agreeing when and how to access additional or alternative sources of support?	8	8.1
5 Demonstrating good time management practices?	8.5	8.33
6 Communicating a genuine belief in the potential for people to improve their performance?	8	8.77
7 Appearing to be flexible, adaptable and responsive to changes?	8.5	8.64

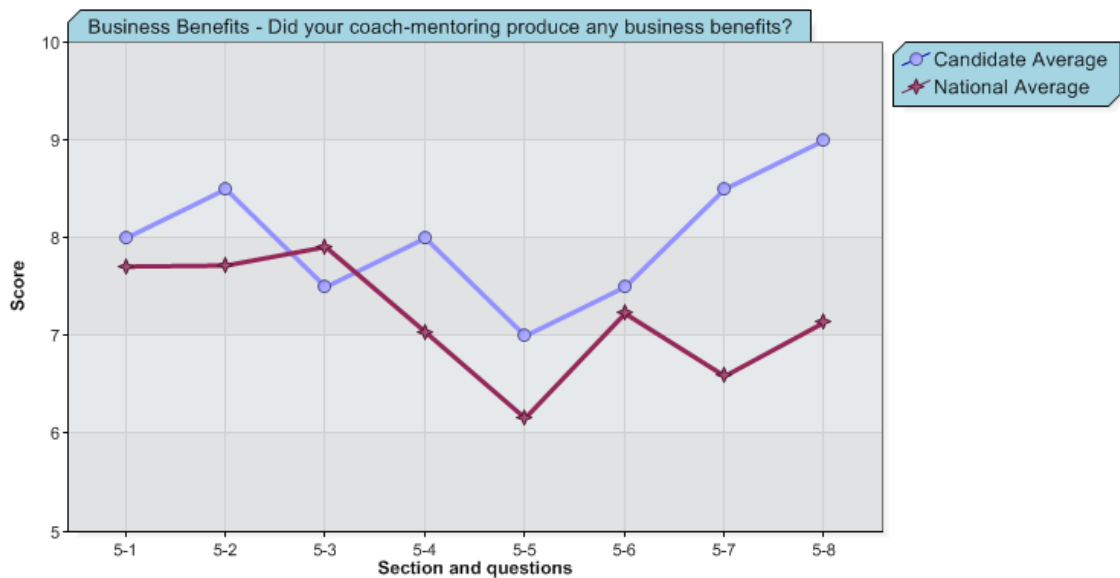
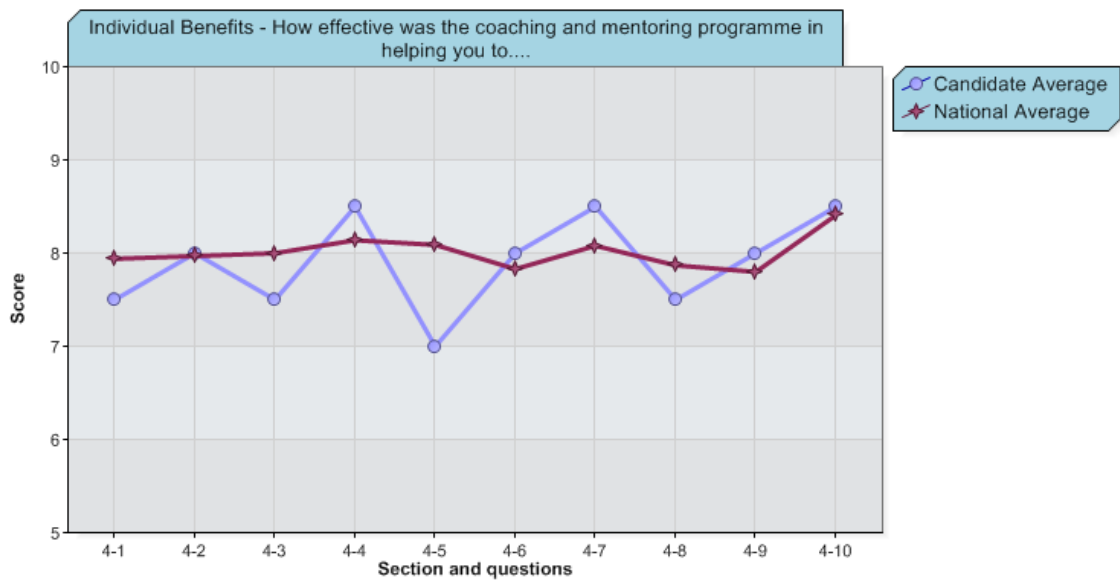
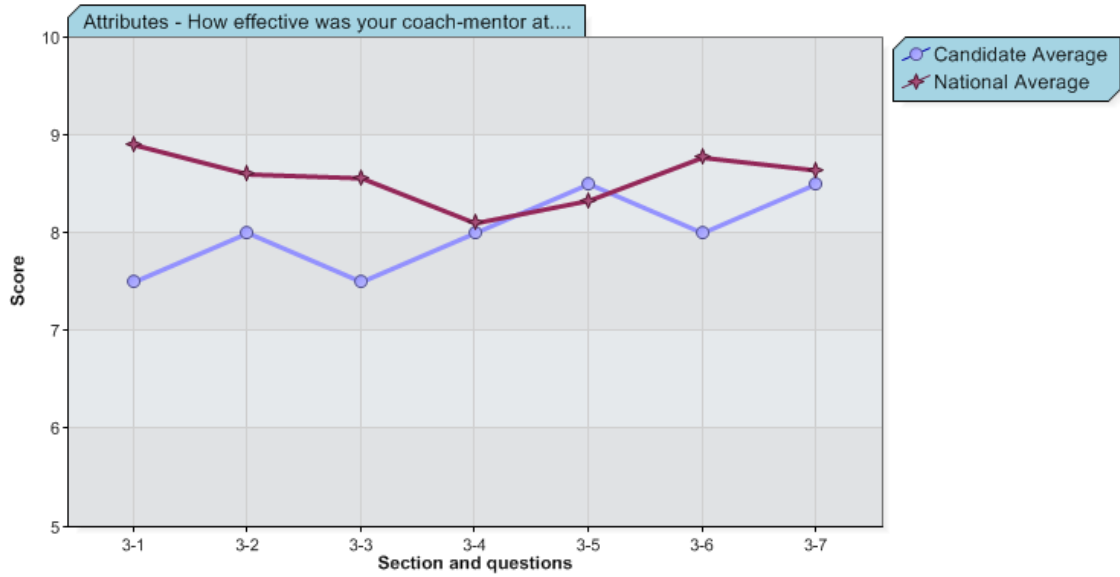
4) Individual Benefits - How effective was the coaching and mentoring programme in helping you to....

Question	A. Candidate	National average
1 Identify your current level of capability in relation to your goals?	7.5	7.94
2 Improve your performance?	8	7.97
3 Become more aware of learning?	7.5	8
4 Reflect on what you have achieved and how you had achieved it?	8.5	8.14
5 Clarify and prioritise current development challenges and goals?	7	8.09
6 Maximise any learning opportunities?	8	7.83
7 Set yourself development goals or targets?	8.5	8.08
8 Monitor and/or evaluate the achievement of your objectives?	7.5	7.87
9 Support the creation a Personal Development/Learning action Plan?	8	7.8
10 Raise your morale?	8.5	8.41

5) Business Benefits - Did your coach-mentoring produce any business benefits?

Question	A. Candidate	National average
1 The provision of coaching / mentoring demonstrates to me that this company / organisation cares about my development?	8	7.71
2 I believe that the coaching / mentoring I have received has had a direct beneficial impact upon the business / work in my area.	8.5	7.72
3 My motivation has increased as a result of the coaching / mentoring.	7.5	7.91
4 My coaching / mentoring has helped me sort out personal issues, which may otherwise have affected my performance at work.	8	7.04
5 I am more likely to stay with the company / organisation as a result of receiving coaching / mentoring.	7	6.16
6 It would not be difficult for me to demonstrate how coaching / mentoring has improved my personal performance at work.	7.5	7.23
7 My coaching/mentoring has directly resulted in business / organisational benefits.	8.5	6.59
8 My coaching/mentoring has indirectly resulted in business / organisational benefits.	9	7.14





Feedback statements:

Comments will appear here.....