

Survey: 2010 Incredible Awareness Coach Survey




Report: Default Report

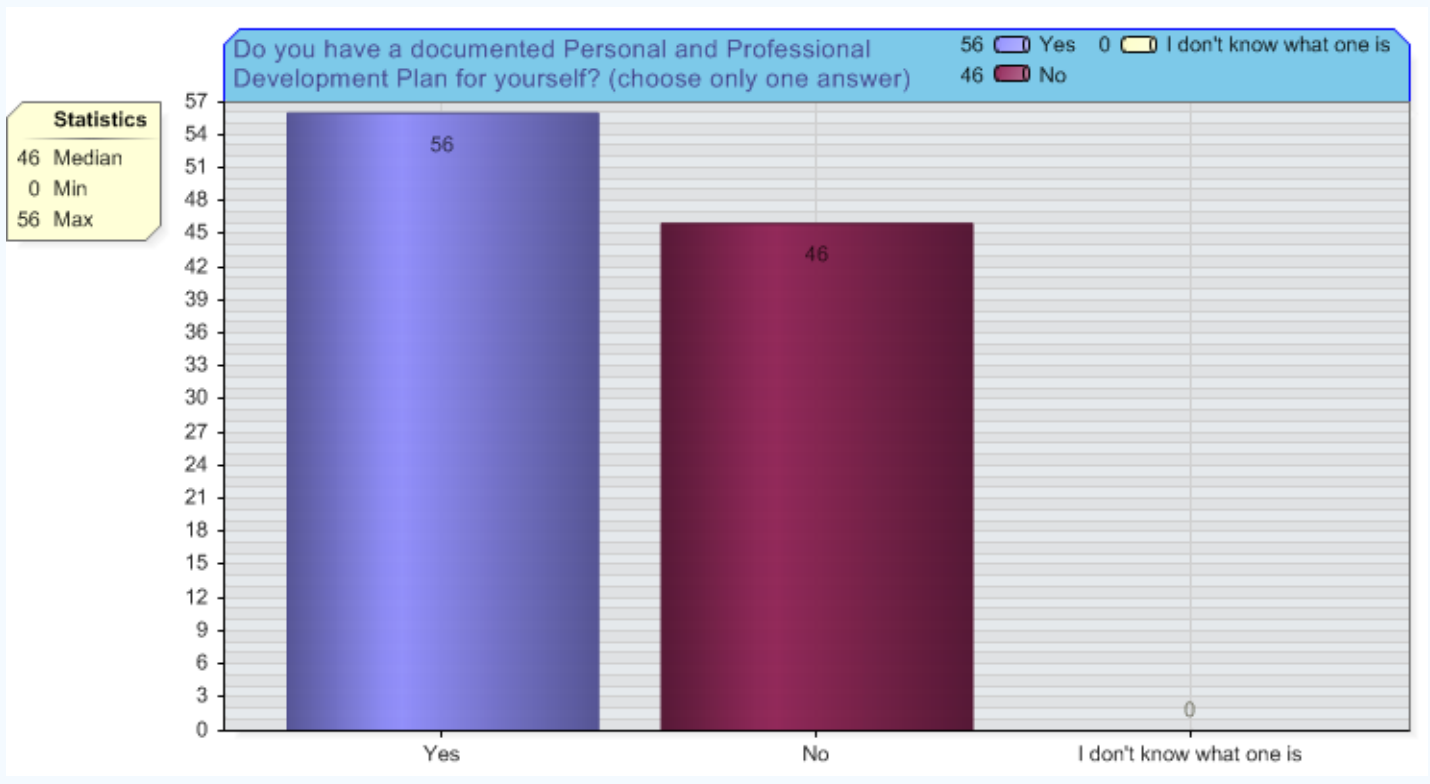
Survey Status		Respondent Statistics		Points Summary:
Status:	Closed	Total Responses:	102	No Points Questions used in this survey.
Deploy Date:	02/14/2010	Completes:	80	
Closed Date:		Partials:	22	

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 View Questions: 1 to 5 **6** >

1. Do you have a documented Personal and Professional Development Plan for yourself? (choose only one answer)

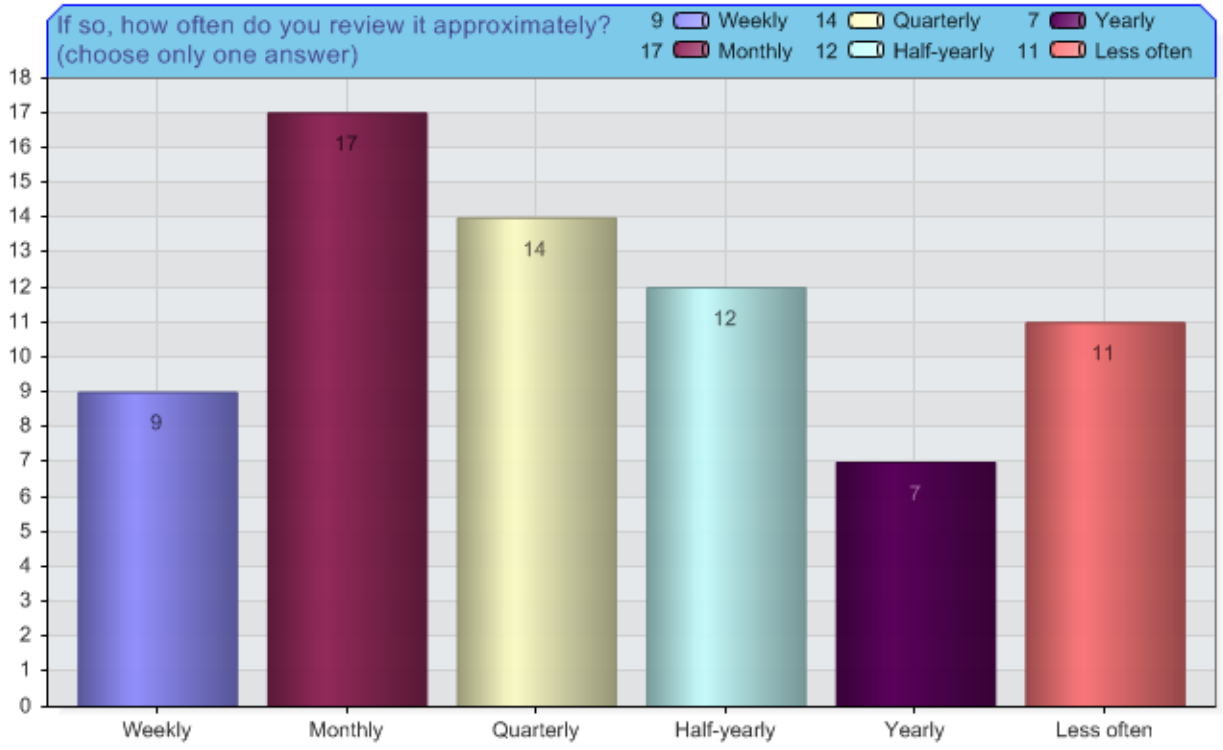
	Responses	Percent
Yes: 	56	54.9%
No: 	46	45.1%
I don't know what one is: 	0	0%
Total Responded to this question:		102 100%
Total who skipped this question:		0 0%
Total:		102 100%



2. If so, how often do you review it approximately? (choose only one answer)

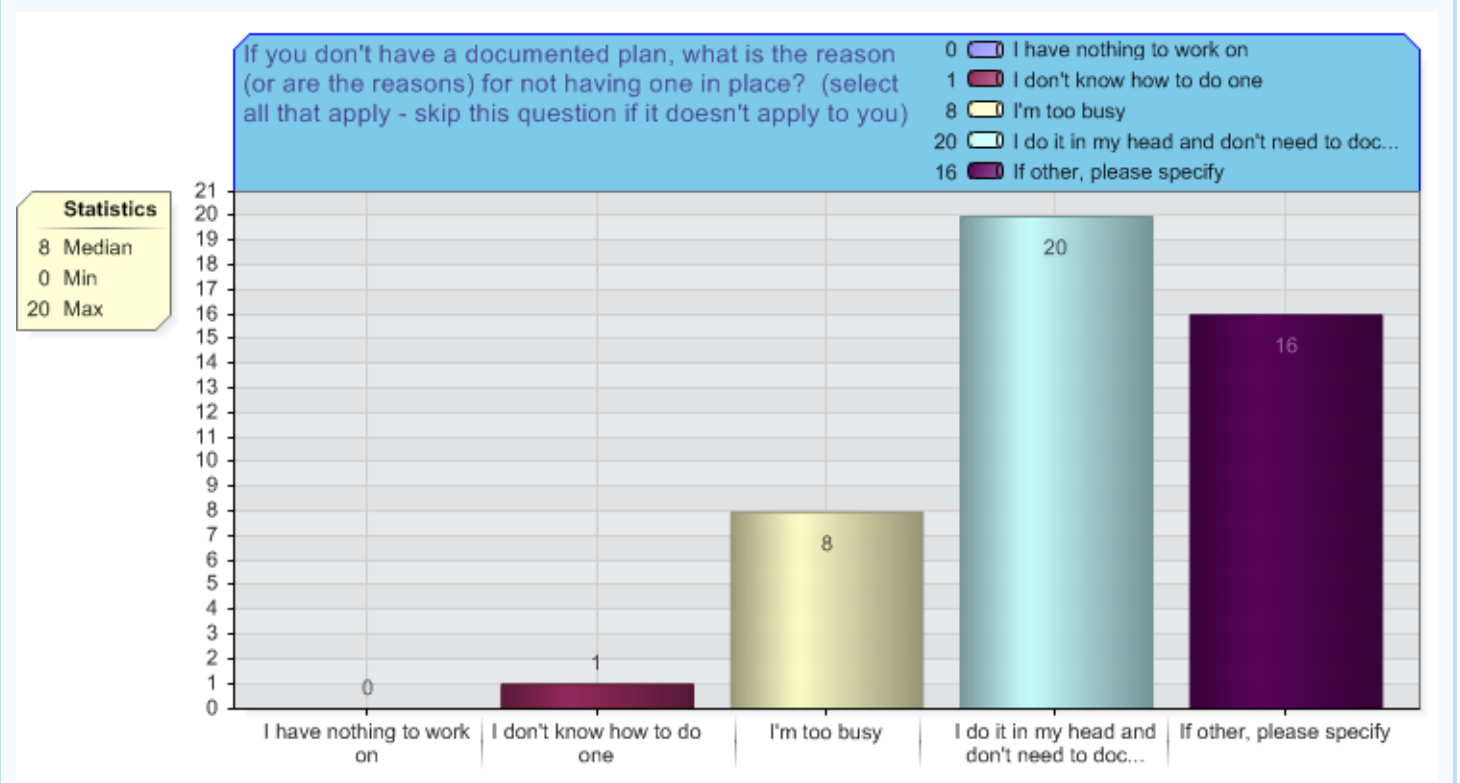
	Responses	Percent
Weekly: 	9	12.86%
Monthly: 	17	24.29%
Quarterly: 	14	20%
Half-yearly: 	12	17.14%
Yearly: 	7	10%
Less often: 	11	15.71%
Total Responded to this question:		70 68.63%
Total who skipped this question:		32 31.37%
Total:		102 100%

Statistics
 11.5 Median
 7 Min
 17 Max



3. If you don't have a documented plan, what is the reason (or are the reasons) for not having one in place? (select all that apply - skip this question if it doesn't apply to you)

	Responses	Percent
I have nothing to work on:	0	0%
I don't know how to do one:	1	2.27%
I'm too busy:	8	18.18%
I do it in my head and don't need to document it:	20	45.45%
If other, please specify :	16	36%
Total Responded to this question:	44	43.14%
Total who skipped this question:	58	56.86%
Total:	102	100%

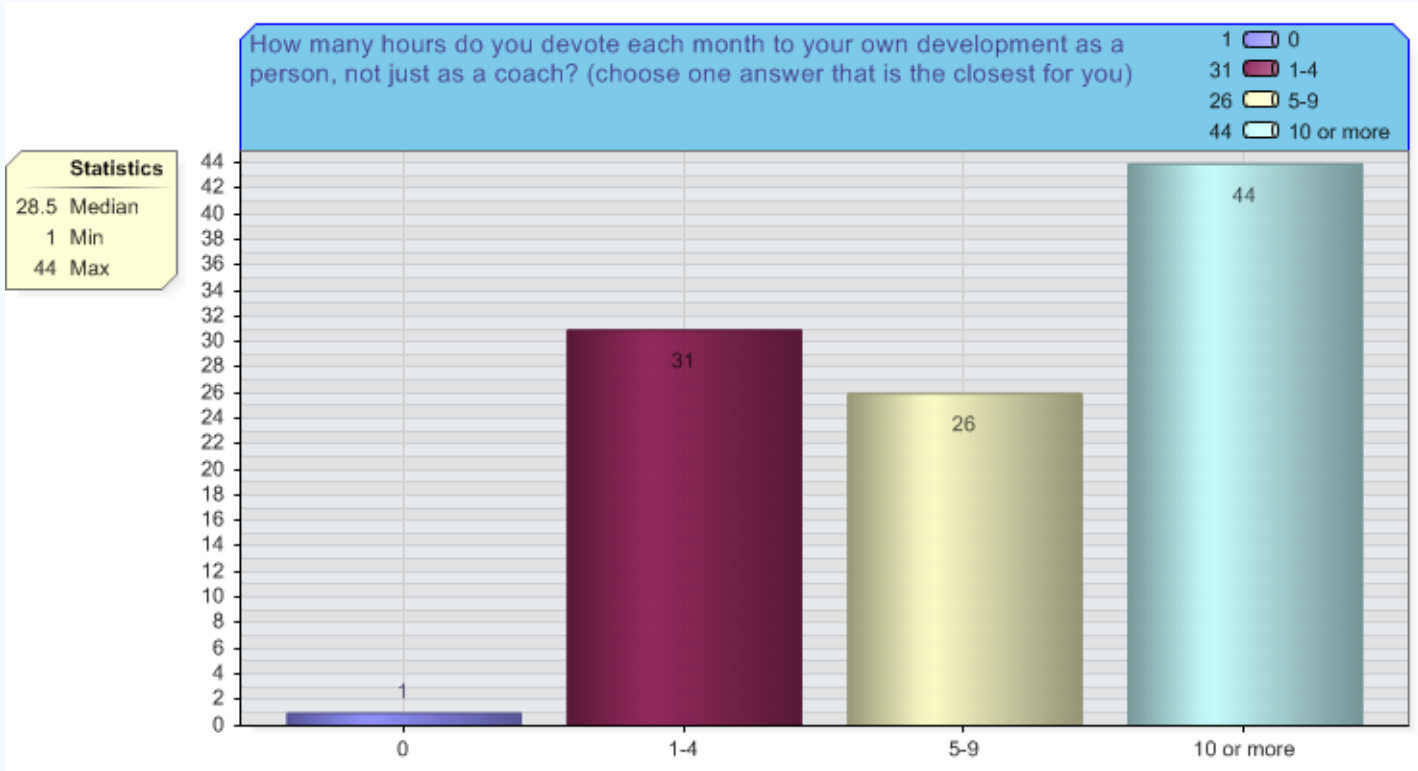


3. If you don't have a documented plan, what is the reason (or are the reasons) for not having one in place? (select all that apply - skip this question if it doesn't apply to you)

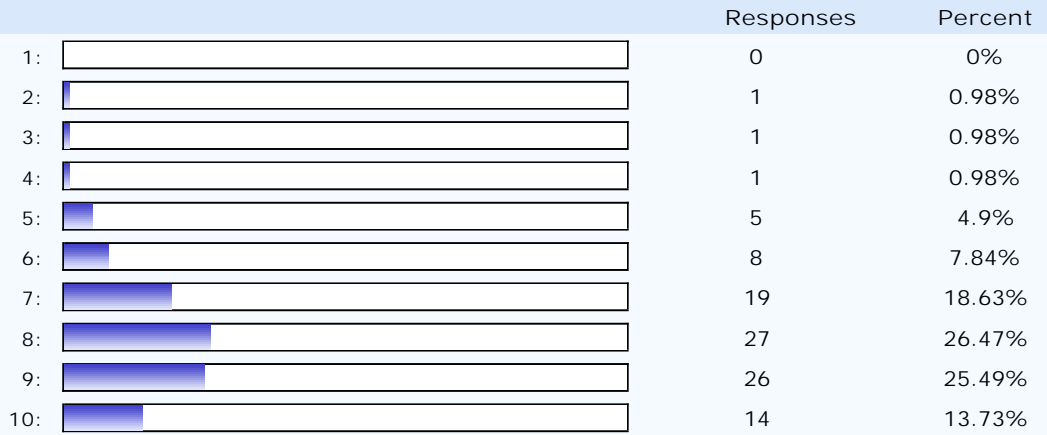
Response	Comments
1	The basic is to keep reading and attending w/shops. However I also stay flexible to take advantage of developing opportunities.
2	lack of commitment
3	lack of commitment
4	in my head and need to document
5	I work shorter-term.
6	I have never thought about it, I do study intuitively, when il find a course inreresting and have money for it. I continually study by teleconferences and webinars and read books on topics
7	I allow the development to manifest and flow from feeling
8	Not business orietated and never considered it.
9	After many years of setting personal & professional goals for myself, I found myself unwilling to do it anymore. My purpose is clear -- to be a conduit for love -- and whatever comes is fine.
10	I have 50/50 head and written
11	I haven't decided on my goals yet.
12	not focused enough
13	Don't make time to focus on future goals; generally deal with what's presented
14	Haven't decided what to work on
15	I simply have not done it.

4. How many hours do you devote each month to your own development as a person, not just as a coach?
 (choose one answer that is the closest for you)

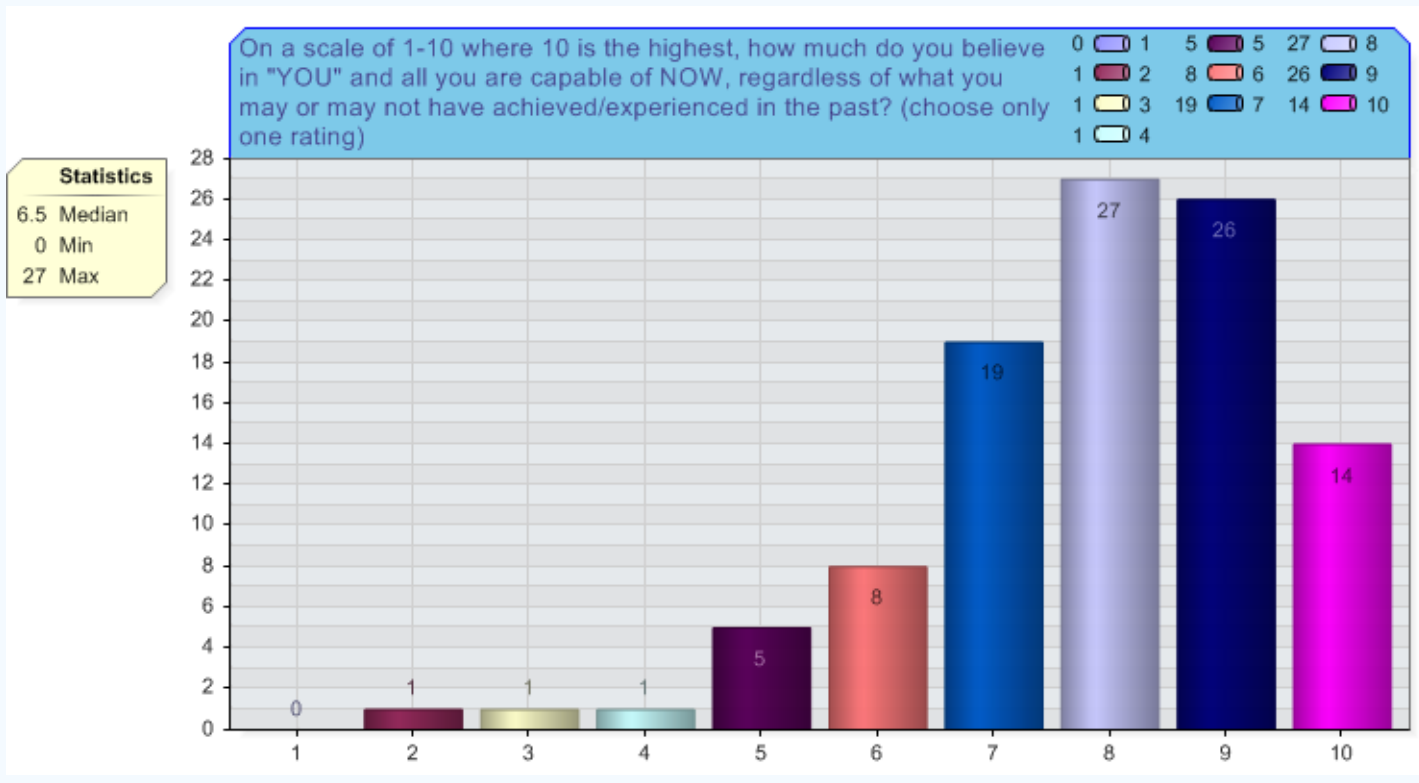
	Responses	Percent
0:	1	0.98%
1-4:	31	30.39%
5-9:	26	25.49%
10 or more:	44	43.14%
Total Responded to this question:		102
Total who skipped this question:		0
Total:		102



5. On a scale of 1-10 where 10 is the highest, how much do you believe in "YOU" and all you are capable of NOW, regardless of what you may or may not have achieved/experienced in the past? (choose only one rating)



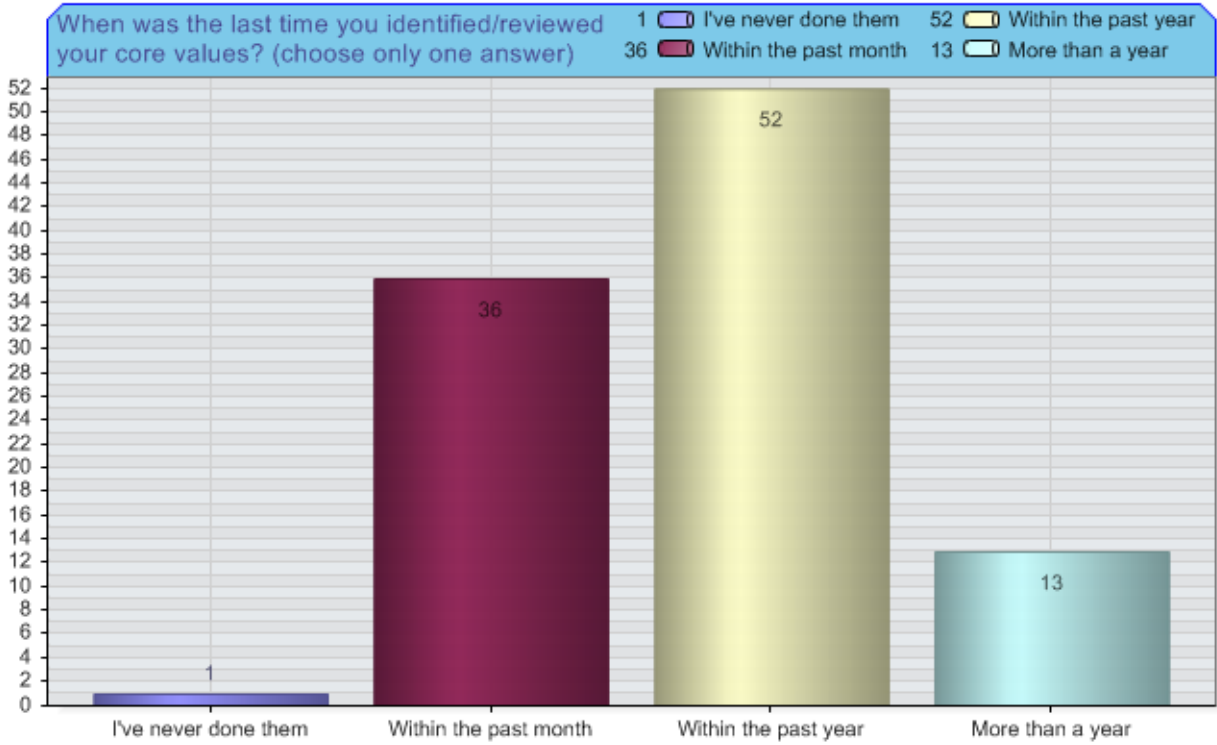
Total Responded to this question:	102	100%
Total who skipped this question:	0	0%
Total:	102	100%




6. When was the last time you identified/reviewed your core values? (choose only one answer)

	Responses	Percent
I've never done them:	1	0.98%
Within the past month:	36	35.29%
Within the past year:	52	50.98%
More than a year:	13	12.75%
Total Responded to this question:		102
Total who skipped this question:		0
Total:		102

Statistics
 24.5 Median
 1 Min
 52 Max



7. What is your number one value? (enter no more than two words please)

	Responses	Percent
Responses: 	102	100%
Total Responded to this question:	102	100%
Total who skipped this question:	0	0%
Total:	102	100%

Graph/Chart function not relevant for this question type.

7. What is your number one value? (enter no more than two words please)

Response Response Text

- 1 Awareness
- 2 inner peace
- 3 freedom
- 4 Freedom
- 5 honesty
- 6 Christ's Kingdom
- 7 Honesty
- 8 integrity
- 9 quality and substance
- 10 Flow + presence
- 11 trustworthy
- 12 integrity
- 13 truth
- 14 Freedom
- 15 Contribution
- 16 authentic generosity
- 17 Integrity
- 18 integrity
- 19 Growth
- 20 love
- 21 Spiritual Belief
- 22 Spirituality, Integrity
- 23 Freedom
- 24 Freedom
- 25 Faith
- 26 being authentic
- 27 Spirituality and Integrity
- 28 Inspiring others
- 29 Family/love
- 30 freedom
- 31 sharing
- 32 freedom
- 33 Continuous improvement
- 34 honesty
- 35 Honesty
- 36 communication
- 37 Freedom
- 38 family
- 39 family
- 40 integrity
- 41 Loving Kindness
- 42 Personal integrity

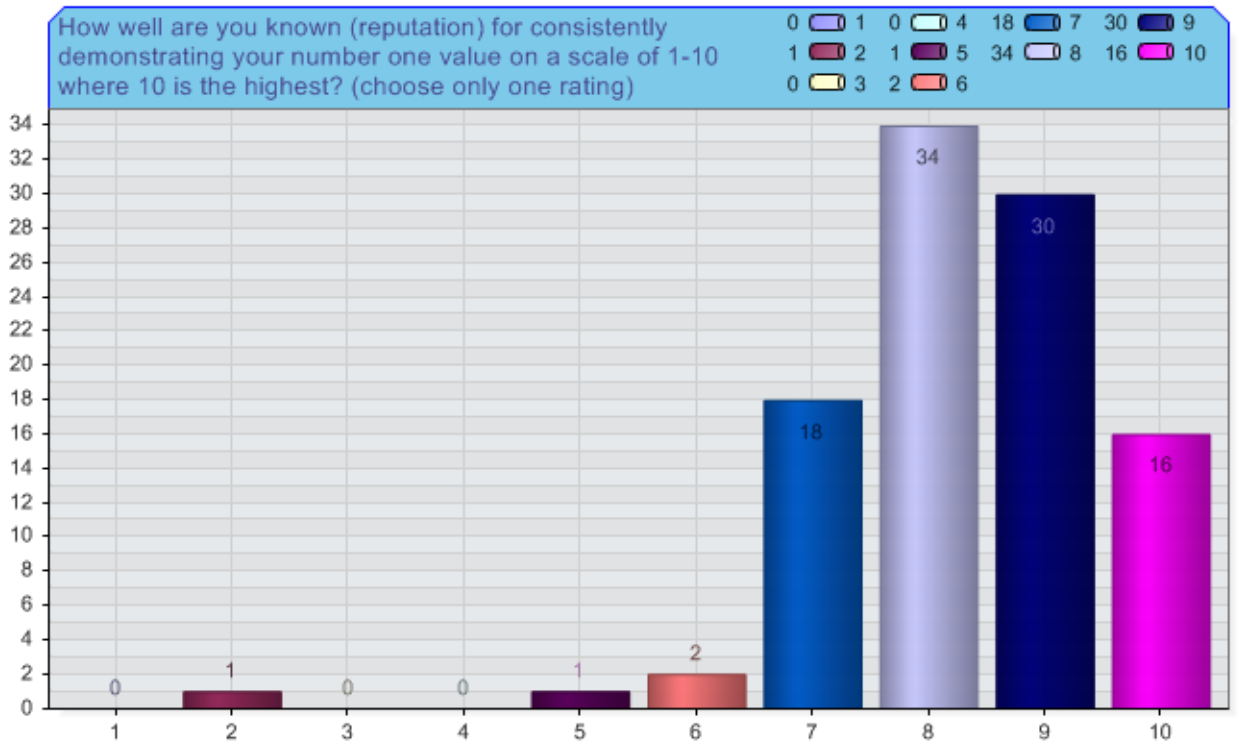
43 my kids
44 Honesty
45 sel belief
46 spirituality
47 Professionalism
48 achievement
49 Authenticity
50 Authenticity
51 Creativity
52 Reduce suffering
53 Love
54 customer service
55 respect
56 faith
57 change agent
58 authenticity
59 Gratitude
60 Integrity
61 integrity
62 Family first
63 love
64 personal integrity
65 ecological awareness
66 be authentic
67 Evolution Transformation
68 give people the chance to develop
69 integrity
70 Integrity
71 authenticity
72 freedom
73 staying healthy in a healthy, inspiring environment in connection to the world
74 pro active
75 Caring
76 Integrity
77 EMPATHY
78 honesty
79 Practical solutions
80 relationships
81 my daughter
82 straihgtforward
83 integrity
84 listening
85 helping others
86 trust
87 ethics, respect
88 helping others
89 Authenticity
90 friendship
91 PURPOSE
92 help
93 Integrity
94 Progress
95 God
96 self belief
97 creativity

98	helping
99	Integrous
100	integrity
101	harmony
102	freedom


8. How well are you known (reputation) for consistently demonstrating your number one value on a scale of 1-10 where 10 is the highest? (choose only one rating)

	Responses	Percent
1: <input type="text"/>	0	0%
2: <input type="text"/>	1	0.98%
3: <input type="text"/>	0	0%
4: <input type="text"/>	0	0%
5: <input type="text"/>	1	0.98%
6: <input type="text"/>	2	1.96%
7: <input type="text"/>	18	17.65%
8: <input type="text"/>	34	33.33%
9: <input type="text"/>	30	29.41%
10: <input type="text"/>	16	15.69%
Total Responded to this question:		102 100%
Total who skipped this question:		0 0%
Total:		102 100%

Statistics
 1.5 Median
 0 Min
 34 Max



9. What is your number two value? (no more than two words please)

	Responses	Percent
Responses: 	102	100%
Total Responded to this question:	102	100%
Total who skipped this question:	0	0%
Total:	102	100%

Graph/Chart function not relevant for this question type.

9. What is your number two value? (no more than two words please)

Response	Response Text
1	Integrity
2	clarity
3	love
4	Helping
5	integrity
6	Growing Others
7	Integrity
8	valuing self, others
9	integrity
10	Deep democracy
11	authentic
12	grace
13	honesty
14	Health & Vitality
15	Respect
16	integrity
17	Positivity
18	courage
19	Passion
20	kindness
21	Caring
22	Positivity
23	Congruence
24	Congruence
25	Integrity
26	being honest
27	Positivity
28	Inspiring me
29	Loyalty
30	compatability
31	peacefulness
32	family
33	Integrity
34	hard work
35	Trust
36	collaboration
37	Hedonism
38	independence
39	independence
40	customer respect
41	integrity
42	Generosity

43 responsibility
44 Responsibility
45 personal growth
46 family
47 UPR
48 family
49 enthusiasm
50 Encouragement
51 love of learning
52 Honesty
53 Joy
54 positive outlook
55 integrity
56 inner joy
57 honesty
58 honesty
59 Freedom
60 Freedom
61 process innovation
62 Be ethical
63 community
64 authenticity
65 respect
66 live fully
67 Respect Openmindness
68 create opportunities of love in relationships
69 Caring
70 Openness
71 communication
72 humility
73 connecting people with other people and with their environment
74 reliability
75 positive thoughts
76 True to myself
77 ASSERTIVENESS
78 belief
79 integrity
80 health
81 trust
82 honesty
83 Spirituality
84 compassion
85 integrity
86 transparency
87 honesty,
88 integrity
89 Follow Through
90 health
91 FAITH
92 honesty
93 Mutual respect
94 professionalism
95 Family
96 personal growth
97 valuing relationships

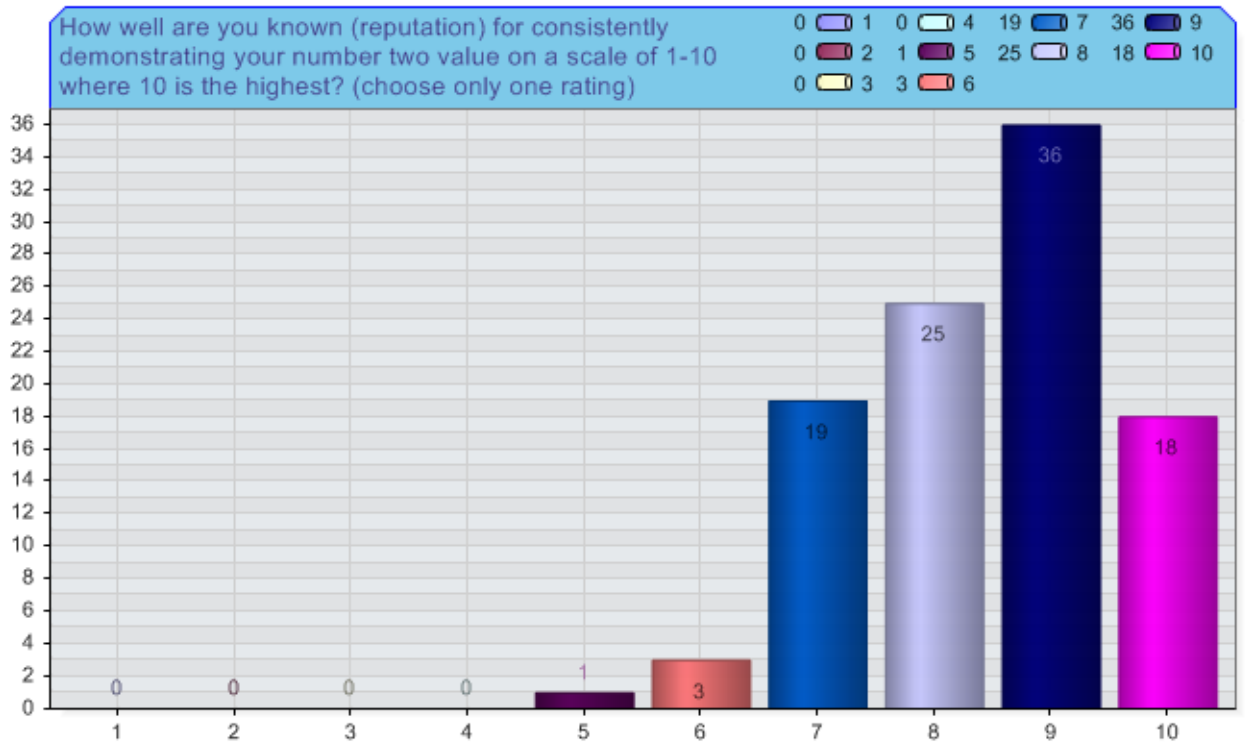
98	honesty
99	Loving
100	compassion
101	joy
102	control

10. How well are you known (reputation) for consistently demonstrating your number two value on a scale of 1-10 where 10 is the highest? (choose only one rating)


	Responses	Percent
1:	0	0%
2:	0	0%
3:	0	0%
4:	0	0%
5:	1	0.98%
6:	3	2.94%
7:	19	18.63%
8:	25	24.51%
9:	36	35.29%
10:	18	17.65%

Total Responded to this question: 102 100%
 Total who skipped this question: 0 0%
 Total: 102 100%

Statistics
 2 Median
 0 Min
 36 Max



11. What is your number three value? (no more than two words please)

	Responses	Percent
Responses: 	102	100%
Total Responded to this question:	102	100%
Total who skipped this question:	0	0%
Total:	102	100%

Graph/Chart function not relevant for this question type.

11. What is your number three value? (no more than two words please)

Response	Response Text
1	Respect
2	self knowledge
3	learning
4	Fairness
5	love
6	Creative service
7	Compassion
8	absolute positivity
9	love
10	Structure
11	holistic
12	connection
13	love
14	Love Warmth
15	Integrity
16	smart solutions
17	Impact
18	connection
19	Success
20	empathy
21	Integrity
22	Impact
23	Fitness/Health
24	Health and Fitness
25	Responsiveness
26	having humour
27	Impact
28	Balance
29	Adventure
30	fun
31	integrity
32	integrity
33	Collaborative autonomy
34	family
35	Self respect
36	personal development
37	Raising kids
38	create
39	create
40	culture respect
41	humility
42	Compassion

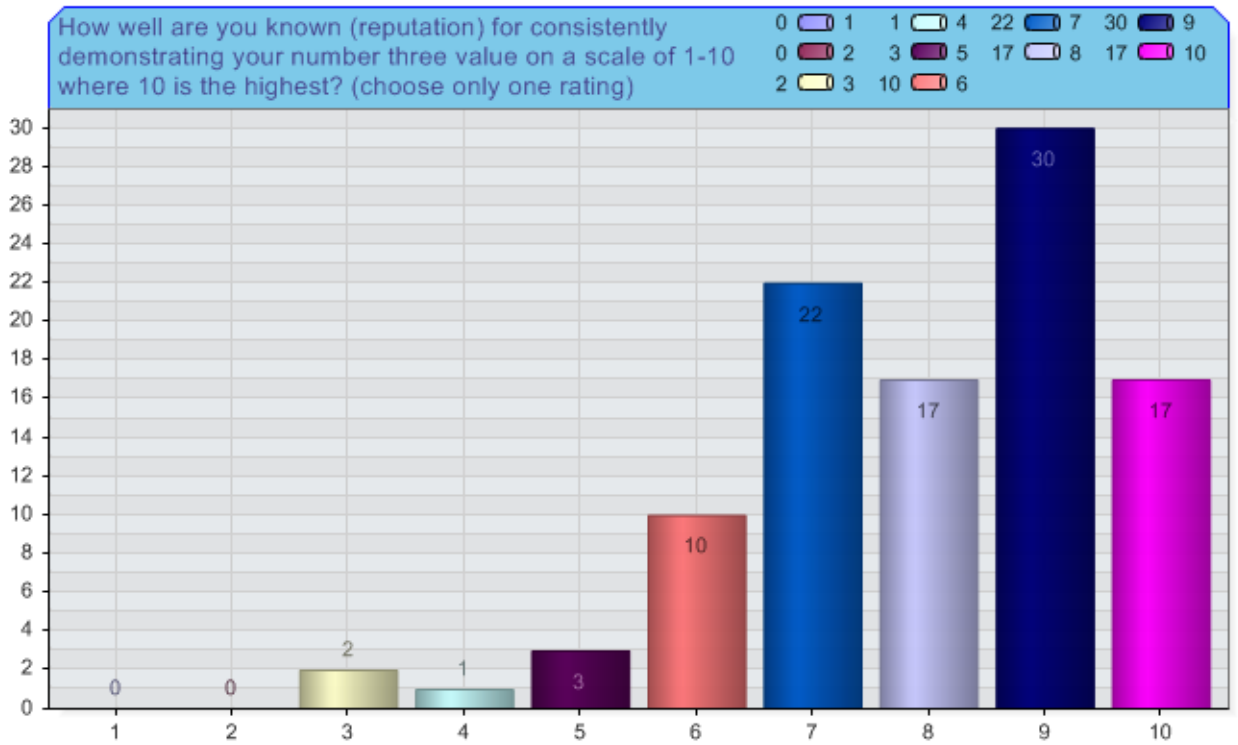
43 universal wisdom
44 Brilliance
45 sharing
46 adventures
47 Authenticity
48 success
49 Optimism
50 Perseverance
51 curiosity
52 Respect
53 Peace
54 care
55 achievement
56 inner peace
57 respect of others
58 respect
59 Growth
60 Commitment
61 respect
62 Develop others
63 discipline
64 reliability
65 trust
66 add value
67 Family
68 acceptance of people
69 Calm
70 Supportive
71 honesty
72 love
73 looking for inspiration and spiritual values for myself to keep me going on
74 flexibility
75 Diligence
76 Honesty
77 TRUSTABILITY
78 loyalty
79 hard work
80 integrity
81 integrity
82 caring
83 Truth
84 non-judgmental
85 Loyalty
86 caring
87 compassion
88 Loyalty
89 Creativity
90 professionalism
91 PROFESSIONALISM
92 goal
93 Kindness
94 life balance
95 Work
96 acknowledgement
97 achieving excellence

98	achievement
99	Prosperous
100	authenticity
101	appreciation
102	friendship

12. How well are you known (reputation) for consistently demonstrating your number three value on a scale of 1-10 where 10 is the highest? (choose only one rating)

	Responses	Percent
1: <input type="text"/>	0	0%
2: <input type="text"/>	0	0%
3: <input type="text"/>	2	1.96%
4: <input type="text"/>	1	0.98%
5: <input type="text"/>	3	2.94%
6: <input type="text"/>	10	9.8%
7: <input type="text"/>	22	21.57%
8: <input type="text"/>	17	16.67%
9: <input type="text"/>	30	29.41%
10: <input type="text"/>	17	16.67%
Total Responded to this question:		102 100%
Total who skipped this question:		0 0%
Total:		102 100%

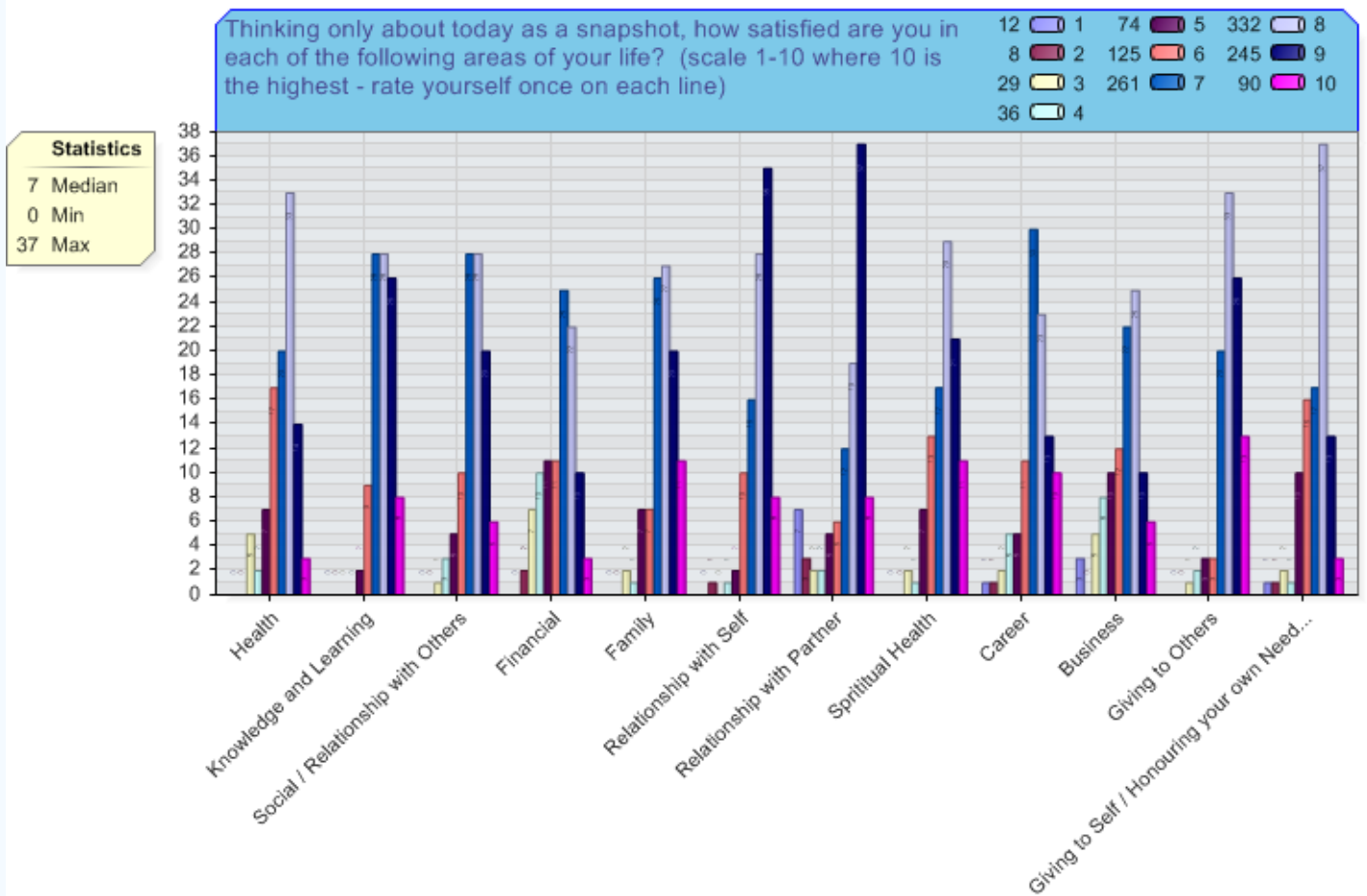
Statistics
 6.5 Median
 0 Min
 30 Max




13. Thinking only about today as a snapshot, how satisfied are you in each of the following areas of your life? (scale 1-10 where 10 is the highest - rate yourself once on each line)

	1	2	3	4	5	6	7	8	9	10	Total
Health:	0(0%)	0(0%)	5 (4.95%)	2 (1.98%)	7 (6.93%)	17 (16.83%)	20 (19.8%)	33 (32.67%)	14 (13.86%)	3 (2.97%)	101
Knowledge and Learning:	0(0%)	0(0%)	0(0%)	0(0%)	2 (1.98%)	9 (8.91%)	28 (27.72%)	28 (27.72%)	26 (25.74%)	8 (7.92%)	101
Social / Relationship with Others:	0(0%)	0(0%)	1 (0.99%)	3 (2.97%)	5 (4.95%)	10 (9.9%)	28 (27.72%)	28 (27.72%)	20 (19.8%)	6 (5.94%)	101
Financial:	0(0%)	2 (1.98%)	7 (6.93%)	10 (9.9%)	11 (10.89%)	11 (10.89%)	25 (24.75%)	22 (21.78%)	10 (9.9%)	3 (2.97%)	101
Family:	0(0%)	0(0%)	2 (1.98%)	1 (0.99%)	7 (6.93%)	7 (6.93%)	26 (25.74%)	27 (26.73%)	20 (19.8%)	11 (10.89%)	101
Relationship with Self:	0(0%)	1 (0.99%)	0(0%)	1 (0.99%)	2 (1.98%)	10 (9.9%)	16 (15.84%)	28 (27.72%)	35 (34.65%)	8 (7.92%)	101
Relationship with Partner:	7 (6.93%)	3 (2.97%)	2 (1.98%)	2 (1.98%)	5 (4.95%)	6 (5.94%)	12 (11.88%)	19 (18.81%)	37 (36.63%)	8 (7.92%)	101
Spiritual Health:	0(0%)	0(0%)	2 (1.98%)	1 (0.99%)	7 (6.93%)	13 (12.87%)	17 (16.83%)	29 (28.71%)	21 (20.79%)	11 (10.89%)	101
Career:	1 (0.99%)	1 (0.99%)	2 (1.98%)	5 (4.95%)	5 (4.95%)	11 (10.89%)	30 (29.7%)	23 (22.77%)	13 (12.87%)	10 (9.9%)	101
Business:	3 (2.97%)	0(0%)	5 (4.95%)	8 (7.92%)	10 (9.9%)	12 (11.88%)	22 (21.78%)	25 (24.75%)	10 (9.9%)	6 (5.94%)	101
Giving to Others:	0(0%)	0(0%)	1 (0.99%)	2 (1.98%)	3 (2.97%)	3 (2.97%)	20 (19.8%)	33 (32.67%)	26 (25.74%)	13 (12.87%)	101
Giving to Self / Honouring your own Needs:	1 (0.99%)	1 (0.99%)	2 (1.98%)	1 (0.99%)	10 (9.9%)	16 (15.84%)	17 (16.83%)	37 (36.63%)	13 (12.87%)	3 (2.97%)	101

Total Responded to this question: 101 99.02%
 Total who skipped this question: 1 0.98%
 Total: 102 100%



14. What is your greatest strength as an individual (not as a coach only, but as a whole person)

	Responses	Percent
Responses: 	101	100%
Total Responded to this question:	101	99.02%
Total who skipped this question:	1	0.98%
Total:	102	100%

Graph/Chart function not relevant for this question type.

14. What is your greatest strength as an individual (not as a coach only, but as a whole person)


Response Response Text

- 1 my wisdom
- 2 go the distance
- 3 intuitive to the needs of others
- 4 Loyalty
- 5 listening to others and genuine caring
- 6 Integrated, energetic creativity that serves others
- 7 wisdom
- 8 resilience
- 9 focus and clarity
- 10 Integrity
- 11 I am who I am
- 12 Authentic
- 13 I have no illusions and I do not lie to myself nor to others
- 14 Enthusiasm
- 15 articulate passion
- 16 optimism
- 17 Peacefulness
- 18 organisation
- 19 Ability to track my and other people, seeing patterns
- 20 compassion
- 21 Caring about people
- 22 Attentiveness
- 23 Intestinal Fortitude
- 24 Intestinal Fortitude
- 25 Commitment and Personal Discipline
- 26 courage
- 27 Attentiveness and empathy
- 28 Positive forward focused attitude
- 29 My ability for compassion
- 30 Self reliance
- 31 caring
- 32 commitment to achieve
- 33 Lucidity
- 34 Caring
- 35 reliability
- 36 Creativity
- 37 Ability to create vision
- 38 calm
- 39 calm
- 40 Giving to Others
- 41 equanimity
- 42 resilience

43 being me, independency
44 Getting things done
45 self belief
46 intellect
47 Capacity to learn and grow
48 persistence
49 Authenticity
50 Resilience
51 To see to the heart of things and create possibilities from that
52 I care about others
53 Positivity
54 positive attitude
55 care and compassion
56 respect
57 love and caring of others. Honoring my values and passions as i move thru life. On going personal growth.
58 Integrity
59 Giving
60 Positive Attitude
61 generosity of spirit/ empowerment
62 Resilience
63 Clairensentience -- ability to feel what others are feeling
64 creating possibility
65 caring,
66 passion
67 Intelligence
68 listening
69 Understanding
70 Loyalty
71 tenacity
72 presence
73 encouriging awareness in inner and outside connections for others
74 Dependability
75 Caring
76 Honesty
77 HUMOUR
78 getting people to work together
79 open
80 Willingness to give to others whatever they need: a listening ear or a tangible item
81 self awareness
82 Living now, taking care of time
83 Resilience
84 reliable
85 caring and compassion for others
86 openness,availability
87 Analytical ability
88 Generosity, Charm and Wit
89 focus in continuous improvement
90 HONESTY
91 perseverance
92 Thoughtful, effective
93 objective driven
94 Dependability
95 determination/persistence
96 courage
97 self-confidence

98	Generosity of spirit
99	tireless empathy
100	giving to others
101	analytical thinking

15. What is your greatest opportunity for improvement as an individual? (not as just a coach, but as a whole person)

	Responses	Percent
Responses: 	101	100%
Total Responded to this question:	101	99.02%
Total who skipped this question:	1	0.98%
Total:	102	100%

Graph/Chart function not relevant for this question type.

15. What is your greatest opportunity for improvement as an individual? (not as just a coach, but as a whole person)

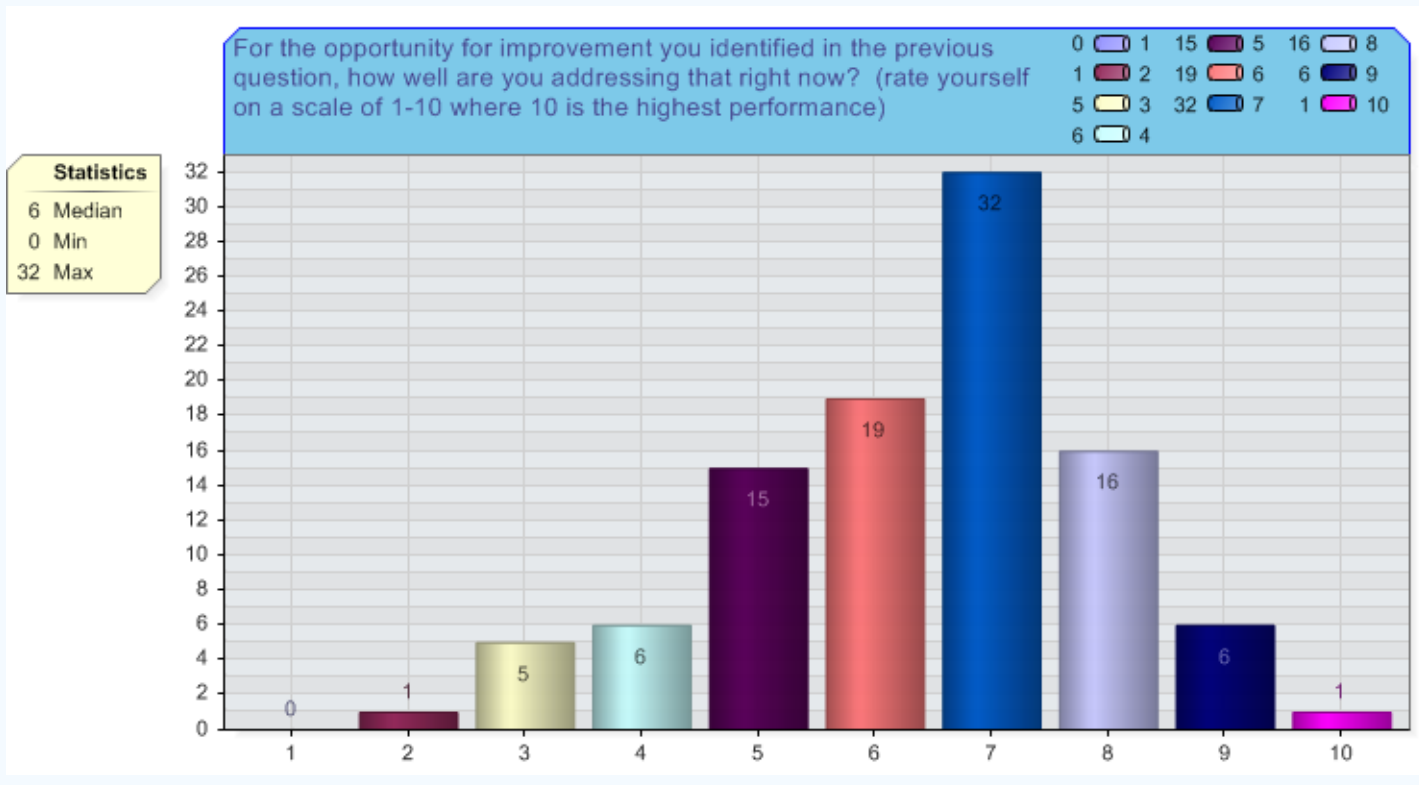
Response	Response Text
1	quit smoking
2	meditate, stay in touch with my Master, serve
3	applying learnings
4	Courage
5	taking more risks
6	Focus and alignment with vocationa and strengths
7	lowering anxiety
8	being open and receptive to opportunities
9	intimate relationship
10	Dig into positive psychology
11	Keeping on top of commitments
12	Financial accountability
13	Understand others' weaknesses and accept them
14	Courage
15	consistency and focus
16	life balance
17	Growing in self awareness
18	confidence
19	Being more and more true to myself
20	tolerance of those who don't meet my expectations
21	spiritual growth
22	Self awareness
23	Listening and Awareness
24	Listening, Awareness
25	Physical Health
26	self discipline
27	Being connected and empowered by life coaches
28	Focusing on what matters
29	To become more self aware
30	relationship
31	impatience
32	personal health
33	Patience toward self and others
34	Listening
35	absolute acceptance of self
36	Fitness
37	Stepping up
38	appreciate the present
39	appreciate the present
40	Health
41	focus my passion

42 flexibility
43 accepting different attitudes and behaviour, not judging
44 Developing relationships
45 being seen for who i am
46 openness in relationships
47 Development to Level 5
48 Managing my time better/ work/life balance
49 loving others and accepting love
50 becoming less judgemental
51 Diligence and organisation
52 Better listening skills
53 removal of the ego
54 develop myself
55 taking more risks/following opportunities
56 life long learning
57 To honor myself thru consistent focus on my health and looking at, facing, and letting go of my resistance to honoring my body.
58 Self-belief
59 Banish limiting belief
60 Creativity
61 connecting relationally with like-minded AND not so like-mind people
62 Be more prepared to ask for and accept help
63 discipline
64 organization
65 tollerance
66 accept other's point of views
67 Healing
68 share my feelings
69 Mindfulness
70 Making time for myself
71 do what i wish to do: put in plan and act
72 taking time for friends
73 doing the same for myself
74 Personal health
75 health
76 Business/new opportunities
77 PERMANENT AWARENESS
78 become a tougher person
79 expectation of others
80 Being less judgmental
81 navigate emotion
82 developing my compaany
83 taking risks
84 self esteem
85 sustain a healthy approach to life - physical and spiritually
86 improve self care
87 Sorting out my business goals
88 Let go and trust the JOurney
89 to get specialized
90 MORE GOAL FOCUSED
91 self-worth
92 Be more open to creativity
93 health and rest
94 Networking & Social Relationships
95 to share myself more openly/to be seen

96	focus
97	self-publicity
98	Addictions
99	better self care
100	honouring own needs
101	motivation

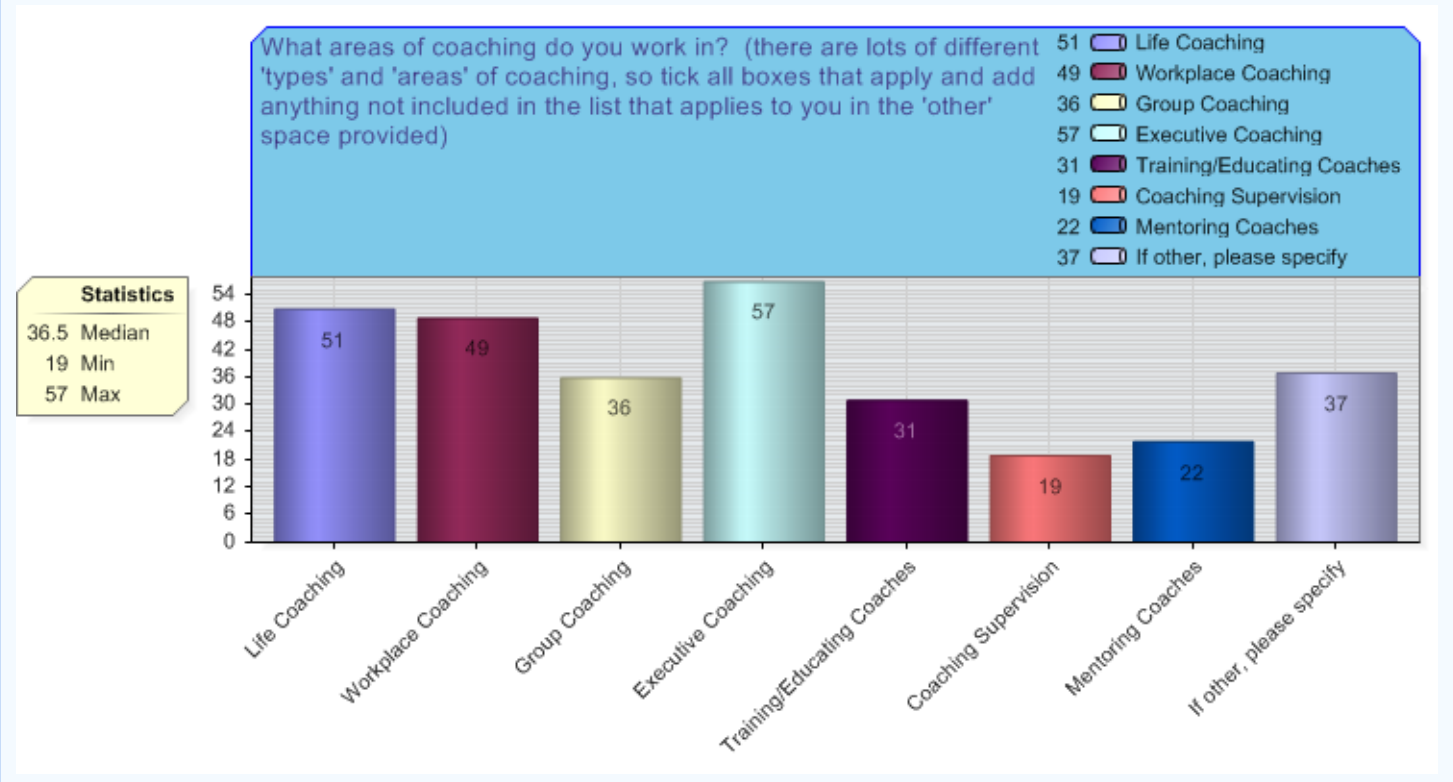
16. For the opportunity for improvement you identified in the previous question, how well are you addressing that right now? (rate yourself on a scale of 1-10 where 10 is the highest performance)

	Responses	Percent
1:	0	0%
2:	1	0.99%
3:	5	4.95%
4:	6	5.94%
5:	15	14.85%
6:	19	18.81%
7:	32	31.68%
8:	16	15.84%
9:	6	5.94%
10:	1	0.99%
Total Responded to this question:		101
Total who skipped this question:		1
Total:		102



17. What areas of coaching do you work in? (there are lots of different 'types' and 'areas' of coaching, so tick all boxes that apply and add anything not included in the list that applies to you in the 'other' space provided)

	Responses	Percent
Life Coaching:	51	53.68%
Workplace Coaching:	49	51.58%
Group Coaching:	36	37.89%
Executive Coaching:	57	60%
Training/Educating Coaches:	31	32.63%
Coaching Supervision:	19	20%
Mentoring Coaches:	22	23.16%
If other, please specify :	37	38%
Total Responded to this question:	95	93.14%
Total who skipped this question:	7	6.86%
Total:	102	100%


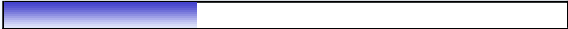


17. What areas of coaching do you work in? (there are lots of different 'types' and 'areas' of coaching, so tick all boxes that apply and add anything not included in the list that applies to you in the 'other' space provided)

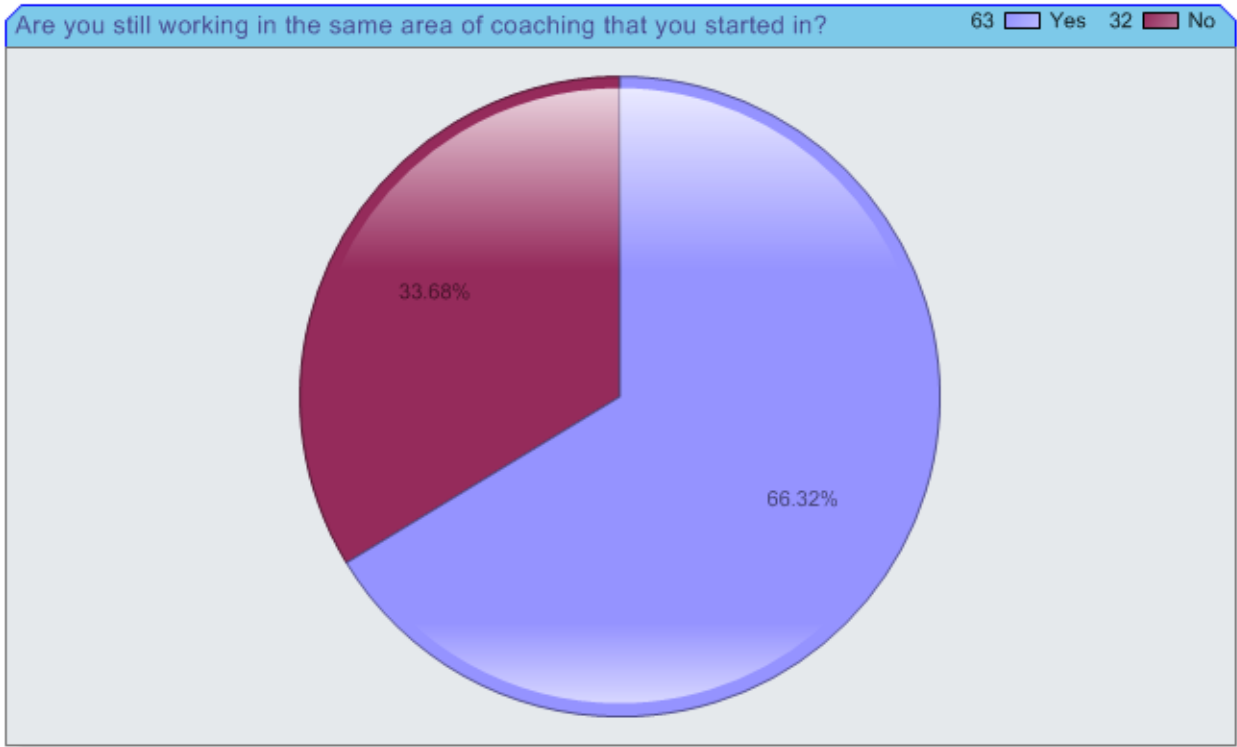
Response	Comments
1	Group facilitation, presentation
2	Leadership development
3	Ad hoc supervision only (not selling it as a service)
4	I am currently working as an education consultant in the Middle East - an amazing opportunity to coach and mentor and the personal spin-off to recognise my own abilities, skills, knowledge and strengths.
5	Teaching coaching classes
6	At the moment I teach English literature and french. It provides me with a more reliable, regular income. Prior I worked as a coach but did not invest in advertising, long enough to make it work. I suppose I need a coach.
7	Emotional Intelligence - Leadership, Stress management, communication and all areas relevant to EI. Transition Coaching: Retirement, Returning to work after illness, change in position at work etc
8	career, boards of directors, start up organizations, organization development
9	Have been receiving life coaching , passing on what I've learnt and would like to apply myself to a career in this field.
10	Postgraduate coaching
11	Receiving Life coaching . Working as a Registerd Nurse/ Case Manager in Drug Health
12	Personal Evolution, Health and Fitness

- 13 At this stage I am receiving life coaching and implementing what I have learnt in my field of work . Which is working in Drug Health as a Registered Nurse / Case Manager .
 - 14 Career coaching. Retirement coaching.
 - 15 Intermediate management coaching Coaching of education providers (universities/colleges)
 - 16 Retirement Transition
 - 17 Holistic Coaching Body Mind Coaching
 - 18 Speech coaching Media coaching Money coaching
 - 19 business coaching SME ´s, retirement coaching, weight loss
 - 20 I don't have coaching clients but I provide support information to new mums that may lead them to considering a coach for their lifestyle change. I use coaching skills to manage staff and plan to use them in a future career in teaching in high schools, particularly within leadership programs and careers advising.
 - 21 training managers to coach
 - 22 Executive & Team Development
 - 23 Coaching abrasive "bosses", training other coaches in the method I have developed, supervising their accreditation
 - 24 HR
 - 25 reading literacy improvement with coaching. GLBT coaching Teen coaching
 - 26 Health & Wellness Lifestyle
 - 27 Children and Teen's Coaching
 - 28 leadership coaching
 - 29 I am transitioning from coaching to speaking/training. I work on business development and that is not in your list.
 - 30 giving advice to organsations about diversity autor
 - 31 Hospitality Management, Facilities management
 - 32 Just starting out still completing my life coaching Diploma, coach 50 staff at work
 - 33 Career
 - 34 equine assisted coaching
 - 35 Leadership Coaching
 - 36 coaching writers and artists
 - 37 Spiritual Coaching Entrepreneur Coaching
-
-

18. Are you still working in the same area of coaching that you started in?

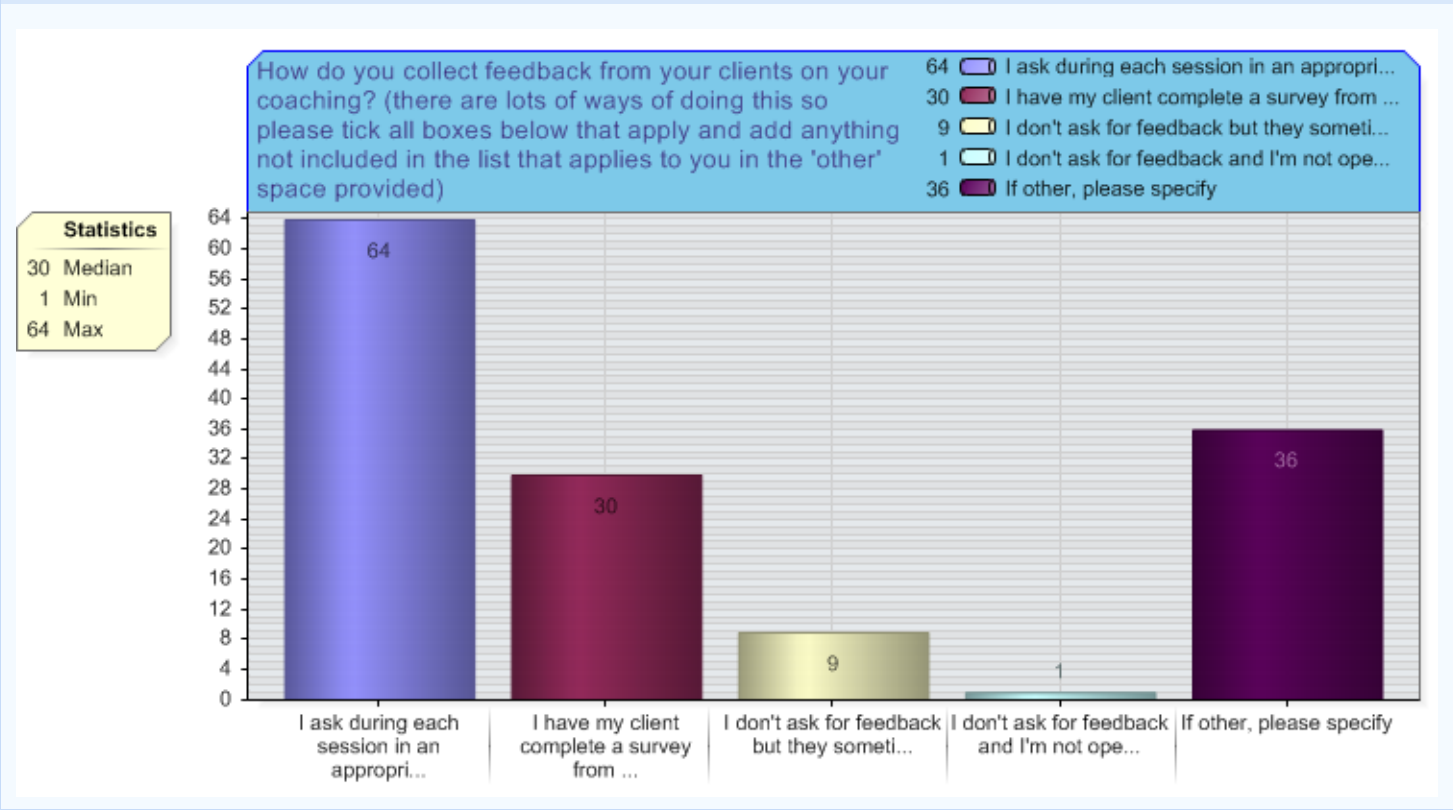
	Responses	Percent
Yes: 	63	66.32%
No: 	32	33.68%
Total Responded to this question:	95	93.14%
Total who skipped this question:	7	6.86%
Total:	102	100%

Statistics
32 Min
63 Max



19. How do you collect feedback from your clients on your coaching? (there are lots of ways of doing this so please tick all boxes below that apply and add anything not included in the list that applies to you in the 'other' space provided)

	Responses	Percent
I ask during each session in an appropriate way for the relationship between my client and me:	64	67.37%
I have my client complete a survey from time to time:	30	31.58%
I don't ask for feedback but they sometimes provide it without asking:	9	9.47%
I don't ask for feedback and I'm not open to it / ready to receive it yet:	1	1.05%
If other, please specify :	36	37%
Total Responded to this question:		95 93.14%
Total who skipped this question:		7 6.86%
Total:		102 100%




19. How do you collect feedback from your clients on your coaching? (there are lots of ways of doing this so please tick all boxes below that apply and add anything not included in the list that applies to you in the 'other' space provided)

Response	Comments
1	Mentor/listener....this is Greg, Noel!
2	1. Observation 2. Client progress & satisfaction 3. Periodic progress review 4. Recommendations
3	Feedback is through a set of deliverables which are not necessarily framed to reflect the actions of my work.
4	There is an open flow of communication with my clients. There is a great connection and communication.
5	In group work I provide a survey
6	I ask for semi-formal (structured verbal) mid-course and exit feedback on coaching value and lessons learned.
7	I ask during some sessions if coaching is working I ask clients for testimonials, what was most valuable
8	Working with clients as a Case Manager I ask during each session in an appropriate way for the relationship between my client and me. Each 6 months our clients are asked to complete a survey.
9	Formal reviews periodically throughout the coaching process and upon completion
10	I ask during each session in an appropriate way for the relationship between my client and me. Drug health have clients participating in a survey Bi yearly.

- 11 I use a call strategy form which addresses this question and I also use a feedback form at end of coaching contract
 - 12 I ask during each session in an appropriate way for the relationship between my client and me. Drug health conduct surveys bi yearly .
 - 13 By the referrals I receive and the feedback clients give me during sessions
 - 14 My supervisor interviews clients
 - 15 Sometimes I don't think to ask and I am always open to hearing and receiving feedback.
 - 16 I look for feedback in the responses that I generally get from staff being aware of mood and ongoing behaviour.
 - 17 I ask the client and their sponsor (if they have one) to provide feedback after all sessions are complete. I also ask for testimonials for the website.
 - 18 I ask at specific points during the planned coaching program
 - 19 I ask for feedback approx. every other session
 - 20 Scaling questions
 - 21 I ask during the session "what did you learn today?" If you could title this session what would the title be?" "Was this session helpful? useful? what you wanted today?" or simply "How was the session today?"
 - 22 Coaching Forum interaction provides some of this type of feedback
 - 23 I ask at the end of the engagement
 - 24 half way through coaching process get full feedback, also at end
 - 25 I create the space for feedback... wrap up with: what is a learning for you on this subject... and I usually ask days after our interaction.
 - 26 I ask client at end of each session and again at end of coaching engagement
 - 27 Sponsoring organisations will seek feedback on regular basis I seek it verbally at midstage and end of coaching but am not as systematic as should be.
 - 28 When I officially start I will ask during the sessions plus complete a feedback form
 - 29 I ask during SOME sessions if I'm meeting their needs.
 - 30 1to1 is a mix of asking and receiving spontaneous feedback. In group/team I ask to complete a small survey.
 - 31 check in over course of relationship, informally
 - 32 formal check-ins with coachee and if appropriate with their sponsor (which is a 3 way conversation)
 - 33 I will ask for feedback although not in every session. Sometimes feedback is collected by observation and checking out my observations. Sometimes when the client reports success of goal attainment, or self assessment of improvement.
 - 34 I ask my clients from time to time how the coaching is working for them and how they would like to influence it or whether they want to continue.
 - 35 and working in corporations, paid by them, I ask for feedback from the manager (environment) to the coachee and from the manager + HR + Coachee to me at final session
 - 36 I build in reviews at appropriate points (e.g. every month or two) during a coaching session.
-

20. If you do receive feedback in any manner, how do you communicate back with your clients what you've learned from their feedback?

	Responses	Percent
Responses: 	74	100%
Total Responded to this question:	74	72.55%
Total who skipped this question:	28	27.45%
Total:	102	100%

Graph/Chart function not relevant for this question type.

20. If you do receive feedback in any manner, how do you communicate back with your clients what you've learned from their feedback?

Response	Response Text
1	I share with them in the session what I'm learning. I also produce reports for my corporate clients which includes information about my own development.
2	Talk by phone, review in next session
3	We discuss the benefits gained from the relationship and refocus on the next outcomes
4	Face to face conversation. Where the feedback challenges me to grow, or extend - I make a special point of thanking the client.
5	Only commenting on their feedback
6	In person 1:1
7	I adjust myself to convey the change.
8	I am as straight with them about me as I would be with them about themself.
9	I thank them for their feedback, and where indicated I change approach or practices in response.
10	conversation usually, occasionally an email
11	Positive reinforcement through an interview and written conformation. I usually ask if I may share this experience so others may learn from them as well.This is then discussed at clinical reviews and business meetings.
12	If appropriate, emails or verbally. Or simply improving 120% on any suggested improvement areas.
13	I tend to receive good feedback so it is by experiment that I find better ways to be of service to my individual clients
14	At next case review, verbally communicate and at times give them written conformation. Seek their consent to share with others. Discuss at clinical review and buisness meetings.
15	As appropriate during or after session
16	We discuss it as appropriate as part of the session or with e-mails if that is relevant.
17	At case reviews I verbally communicate with clients and at times give them written acknowledgement. I often ask if I may share with others. If I have their consent I share at business and clinical meetings.
18	I reply how useful it is , what I am going to do as a result because I believe in modelling what I want my clients to do with feedback. Make it useful
19	I thank them personally or by email
20	I give them feed back what I got from their feed back
21	Thank you and reformulating what I understood, If needed asking for clear examples, asking how else it could be done.
22	I don't think I do
23	email or phone
24	Face to face
25	informally in sessions, if relevant
26	informally in sessions as appropriate
27	optimizing the coaching process
28	Either contemporaneously or by email. I express my sense of appreciation and gratitude for their willingness to share. I also like to include a brief explanation of how the feedback has been useful.
29	I ask at the end of each session for feedback ("What value have you rec'd from this session?") and respond verbally immediately, following up in email with notes.
30	I thank them for answer, ask them for their other needs, sk them if there is something they didn't like. I don't have negative reactions. I don't know how I would react in a negative case.The only negative reaction can come from my kids, as they can perceive coaching as instant questioning.
31	Thanking them for bringing it to my attention and that I will seek to improve in this area. Always open to constructive critisium.
32	I just thank them
33	I dont do this systematically

34 Testimonials will be put on the website. I often have an 'after' review meeting or phone call to run through the feedback. I always thank them for the feedback

35 if he feedback presents an opportunity for the relationship to change we plan that together in session.

36 I collect coworker feedback in the assessment phase of the coaching process. The data is analyzed, aggregated into themes, purged of information that would identify the contributor(s), and shared with the client in written form.

37 With gratitude and openness

38 first thank them, then encourage them to continue to give feedback, and ask them for their help on how I can improve.

39 Respond to the feedback at the time

40 executive summary

41 this is often part of the designing the alliance part of our relationship. Often I will tell them something like, "Thanks for the info, feedback, etc. that was useful to me." or "If that is true for you how can we do things differently that might make a difference?" etc.

42 I change behaviours or approach

43 I speak directly to the client after each feedback, thanking them and discussing improvement strategies in areas of weakness and escalation in areas of excellence. I work on providing quick and sound solutions to any negative feedback and work with the client to maintain authenticity in the Coach/Client relationship.

44 Forum, phone, bonus

45 Verbally - via phone call or meeting.

46 I thank them, on the phone, or in person or in email.

47 verbally

48 Via a face to face conversation or via email

49 I make a note on their feedback and get back to them once or twice within a year.

50 Verbal acknowledgement... and appropriate changes.

51 I give it back in the next sesion verbally

52 Verbally in conversation at the time feedback is given

53 Will drop them an email thanking them and highlighting my learning from their feedback and what I am doing differently as a result.

54 we discuss.

55 let them know when tehy tell me, it is part of the coaching proces

56 Letters of thanks and commendations from superiors in the workplace

57 I thank them - regardless of the feedback

58 Communicate verbally

59 mutual feed-back at each session

60 I tell them its a daily learning process for all, including me

61 I reflect it back to them as I've heard it, check it with them and identify changes that can be put in place

62 I ask for clarification or I just thank them and acknowledge it or I make a course correction and acknowledge why. Whatever I do, I always thank them for the feedback.

63 Generally through e mail and phone call.

64 mirror back and ask questions

65 usually do this as it is happening

66 In conversation either generally or specifically depending what seems appropriate.

67 By telling them what I've heard and reflecting on it as appropriate in sessions.

68 I offer it and if they want to hear it they get it if not they don't. If relavent and appropriate I bring to the attention of other Clients

69 By email or phone

70 pre closure session with client dedicated to that

71 Written follow up via e-mail

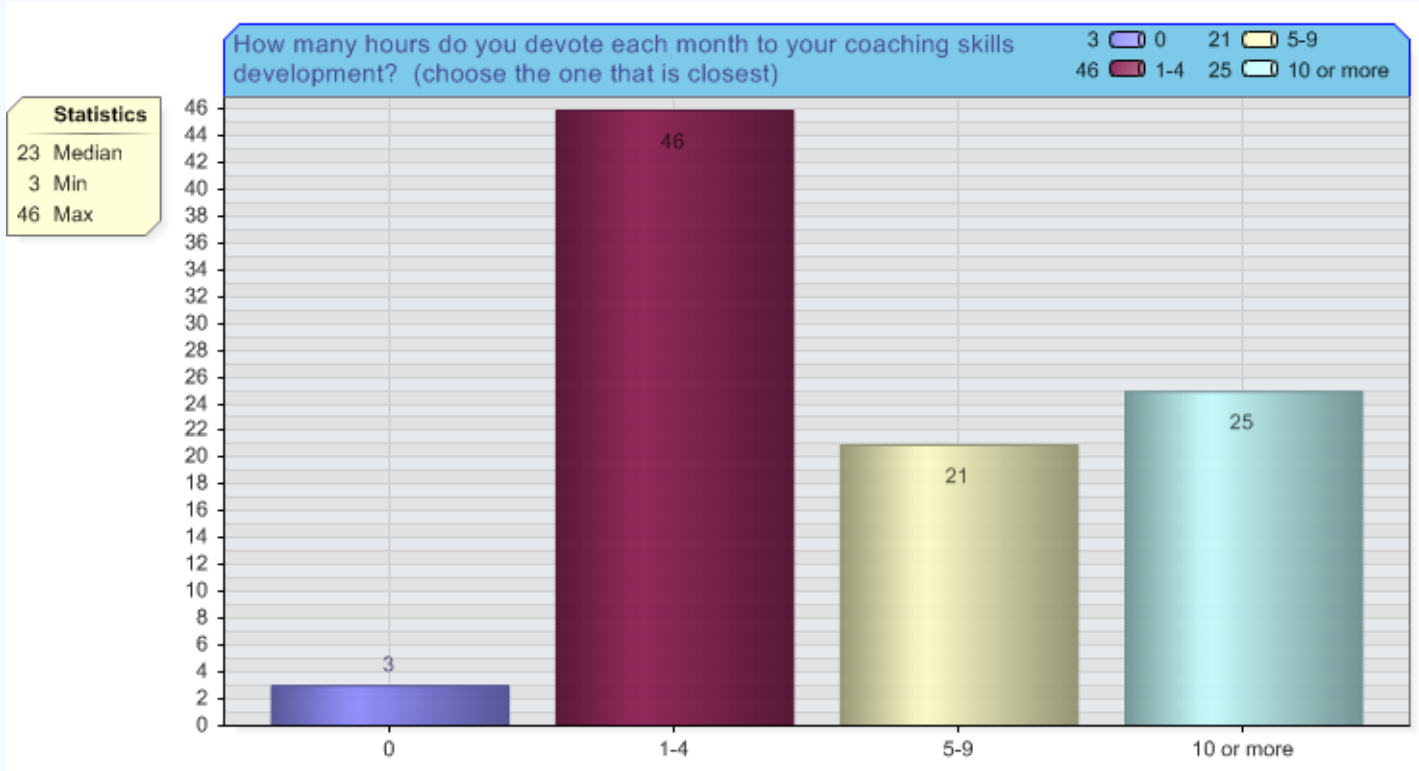
72 depends on the client and on the feedback. for formal feedback and formal relationships (I work with some clients through a thrid party contract) i have a formal response mechanism, generally I only respond to the feedback (beyond a formal thankyou) if they have said something particularly striking that I want to thank them for, or warrants a discussion

73 I don't think I do!


74 It's mostly positive so not much communication back from me.

21. How many hours do you devote each month to your coaching skills development? (choose the one that is closest)

	Responses	Percent
0:	3	3.16%
1-4:	46	48.42%
5-9:	21	22.11%
10 or more:	25	26.32%
Total Responded to this question:		95 93.14%
Total who skipped this question:		7 6.86%
Total:		102 100%



22. What new ideas, methodologies and/or areas of coaching have you added to your repertoire in the past year? (please list as many as you'd like in the space provided)

	Responses	Percent
Responses: 	95	100%
Total Responded to this question:	95	93.14%
Total who skipped this question:	7	6.86%
Total:	102	100%

Graph/Chart function not relevant for this question type.

22. What new ideas, methodologies and/or areas of coaching have you added to your repertoire in the past year? (please list as many as you'd like in the space provided)

Response	Response Text
1	New technologies with iPhone Conflict Dynamics Profile Innovation and Creativity research
2	I'm a new coach...so...its all new.
3	nlp questioning hypnosis tools
4	Neurobiology
5	Health and wellness coaching
6	Workplace and business coaching Spiritual exploration and development I regularly recieve and skim about 6 coaching web-sites. I read prolifically
7	Enneagram, spiral dynamics
8	not in a formal coaching role in relation to this survey
9	deeper understanding of quantum principles as applied to coaching
10	Positive Psychology, I feel that I update my coaching after each coaching session.
11	Real Colors Wheel of Life spaghetti charts EQ
12	Group coaching Teleclass leading
13	Once the relationship is in an advanced stage, where trust is established, I ask for concrete results. I walk the client through the steps, then ask them to repeat in their own words what I'm asking of them. I encourage a great deal and make them aware of their strengths. I make them see what they have achieved; where they were and where they are now. I give them my strength until they can use their own.
14	Transition work. Wellness Coaching
15	I took a 3-day course with Bob Dunham and the Generative Leadership Institute on the Language of Leadership, dealing extensively with promises and requests, as well as supporting grounding, values and somatic practices. This has increased my skill in working with promises, requests, declarations and authority.
16	Appreciative Coaching, enneagram, on-line surveys
17	Wheel of life Values list Skills assessment Nurturing inner child Growing in self awareness Identifying talents and gifts Goal setting Vision boards Action plans SWOT Analysis Choice path
18	just starting out so this is probably not relevant yet - am always reading new and interesting things though and adding those that i think appropriate for the client
19	Somatics, psychonoetics, etc.
20	- using profiles for dealing with difficult people
21	- I tend not work with "GROW" as it is dated. What is "realistic"? - I am more looking to see the individual make the body,heart and mind connect. - The aim is to have them explore the "What" run it by their"Why" and to proceed from a base of awareness. The "How" has much less of a focus - I am exploring the EQ side of how to garner awareness. - 360 feedback is now being used more on the basis of "build on your strengths" & "recruit to your weakness"
22	Wheel of life Values list Skills list Nurturing Inner Child Growing in self awareness SWOT Analysis Choice Path
23	Body Centred Coaching,Marlena Field/ You Can Coach - Coach to Win, Coachville/Weight Loss Coaching, Jonnie Bowden/Getting Unstuck, based on "The Work" Robert Middleton/plus many seminars and teleclasses on various coachng areas.
24	Numerous. Constraints Management Think Feel Know TRIZ SWOT/PESTEL
25	Improve questioning skills and listening skills; expland network; expand resources
26	Wheel of life Values list Skills list Nurturing your inner child SWOT Analysis Understanding Relationships Choice Path
27	Dealing with high conflict people creating communities of practice utilizing e-tools mediation techniques
28	NLP Practioner, Advance Skills Ext Disc Practitioner
29	Permaculture, Ecovillage development, Hunaniversity
30	i started family coaching i read about Gestalt
31	Career coaching. Retirement coaching.
32	12 practices from the Art of possibilities (Ben Zander and Rosamund Stone Zander) Identifying potential using the 7

forms of intelligence (Howard Gardner) Developing a strategy based on Moral, Natural conditions, capacity to decide, aptitude to succeed and self discipline Improving questions

33 Powerful coaching questions

34 As a new coach it is all new.

35 neuroscience

36 Am doing a Masters degree in coaching psychology...so loads

37 solution based coaching time to think gestalt based approaches peer supervision

38 solution- focused gestalt time to think

39 My doctor degree research was included to the coaching process last year.

40 somatics, energy psychology , mind body healing methodology

41 Too many new ideas to mention!

42 using and more metaphors painting during coaching what i Hear clients saying make notes for clients more listening than speaking using Pamela for Skype for recording and then listening again imagine yourself as an animal in present situation and as a challenge ion another one working more with wheel of life asking clients for making pictures imagining balance in situation

43 I've mostly been looking at how coaching can be utilised outside of the standard "run your own business" model as well as looking for the community needs for coaching. This has lead to a sociology degree.

44 none

45 Completed a Diploma in the Psychology of Executive Coaching and have applied a lot of the learning to my coaching

46 Appreciative Inquiry

47 We now offer coaching qualifications as part of the business. I'm learning about coaching supervision and I have downloaded some research papers by the Chartered Institute of Personnel and Development. I'm also a member of ICF and access their website too.

48 SNA CAS Hogan 360, advance accurate empathy, ACT

49 Supervising coaches in training

50 Training in coaching Enhancement of the general areas worked in such as using SFT, GROW model, appropriate questions.

51 none

52 Nil

53 attend courses on counselling, mentoring etc

54 As a former educator, school psychologist, adult educator and elementary school teacher, I am owning my excitement and skill set in teaching teens and adults reading and literacy skills. I am working on designing a literacy program and coaching program. This is just a new commitment of the past month. I have also initiated contact with the GLBT community center and worked with teens there.

55 Group coaching Online coaching Laser coaching

56 NOt many

57 Energy Building & Retention Mental Flexibility & Strength Spiritual Awareness & Depth Thought Patterns Mapping

58 I have 20 websites and 200+ URLs which reflect this. I look forward to chatting with you sometime on coaching innovation since you are also an inspiration with you quite innovative approaches

59 some coaching models such as GROW and Helping model. Also, the development of some questioning techniques surrounding the think feel know tool.

60 somatics, neuroscience

61 Positive psychology Purpose coaching

62 None

63 I'm interested in the use of short text (twitter and msn) to reaffirm something. I'm also looking at telesummit models to increase my practice, yet I don't feel like doing group coaching...

64 Courses, trining in Ericksonian Hypnosis, Transactional Analysis, etc.

65 ken wilber rewriting your future identity compass wingwave constellations

66 NLP Brief Coaching

67 Aspects of Transactional Analysis and NLP

68 emotional intelligence; creativity

69 neurosciences ontological process body work MBTI

70 i am coaching people on e higher llevel in organisations i did write a book about caoching en diversity working on getting more inspiration from spirituality

71 None new in the past year

72 Improved listening skills Looking into the possibility of introducing positive psychology into my current school

73 Coaching therapies Solution focuses Narrative NLP Cognitive behaviour


74 Theater improvisation, reactions to clay, personal improvement games, the star from ICF, horse coaching

75 many ideas but very few I register, because the coaching partner focus is unique for everyone

76 Co-coaching

- 77 This question was a real eye opener since I realize now that I haven't really added anything new in the past year. I'm still relying on old tools. (Thanks for pointing this out.)
- 78 Training group with a transformational coaching approach.
- 79 Coaching out of my comfortzone,
- 80 equine assisted coaching, spiritual psychology, internal family systems work
- 81 self awareness
- 82 remedial coaching - helping managers and their employees address career breaking performance gaps and coaching to overcome the gaps.
- 83 Solution focus coaching
- 84 Axis of change (Michelle Duval) and more on metapatterns GOAL coaching More cross cultural coaching
- 85 Blended approach to Coaching (+ Mentoring) Constructive Challenge Difficult Conversations Coaching Mediation (3 way feedback and issue clarification) Strategic Thinking Capability for Senior Execs Managing Workplace Politics esp in a Corporate environment How to structure critical conversations with challenging people People Reading- Use of Colours Insights for Individual & Team work
- 86 one - systemic coaching
- 87 a new approach join enneagram with coaching
- 88 Mindfulness, Intuitive Energy
- 89 enneagramme (Claudette Vidal) presence and spirituality (Claudette Vidal) issuing the invitation to the global journey (Margaret Kriegbaum) les processus délégués en réunion (Alain Cardon) art therapy (Henri Saigre)
- 90 Remember to examine your client & remember you can't be more dedicated to their development plan than they are!
- 91 wheel of life and reflection skills
- 92 business coaching specifically around approaching funders, redundancy coaching
- 93 EFT Resourcing on NLP training Attending networking events which focus on coaching issues
- 94 None
- 95 Somatic awareness and visualization
-
-

23. Who has been, or is your coaching 'hero'...someone who, as a result of what you observe in them, inspires you?

	Responses	Percent
Responses: 	82	100%
Total Responded to this question:	82	80.39%
Total who skipped this question:	20	19.61%
Total:	102	100%

Graph/Chart function not relevant for this question type.

23. Who has been, or is your coaching 'hero'...someone who, as a result of what you observe in them, inspires you?

Response	Response Text
1	Allan Parker
2	Nobody....I haven't observed much coaching that impresses me...Peter Bluckert perhaps...yes. Tim Gallwey, though I've not seen him one-on-one but with large groups.
3	Chris Howard
4	Jesus of Nazareth
5	Noel Posus
6	Anthony Robbins The courage and triumphs of my family through many obstacles
7	Jiddo Krishnamurti Henri Lipmanovicz Faith and Marita
8	My mentor coach
9	I have 2: Amy Ruppert and Pamela Ricarde
10	Until 3 days ago, I wouldn't have been able to answer that question. I suppose, I tend to be quite cynical. Anyway, I was doing some research when I came accross Ishwar Chandra Vidyasagar, and reading about him, I cried, and felt, for the first time, a great deal of admiration. I had never experienced something so strong. So I would say, He is my hero, not a coach, not alive, but definitely a hero.
11	Philip Brew, London Peter Bluckert, Leeds
12	James Flaherty is the founder, with his wife Stacy, of New Ventures West in San Francisco. He introduced me to coaching and taught my certification course. He has an amazing ability to hear people's concerns and underlying conversations, and an equally amazing compassion that helps people touch and recognize sensitive emotional and spiritual issues. His intellectual depth and rigor are also awe-inspiring. By a large margin, he is the best coach I have ever seen.
13	Carol Mc Gowan Noel Posus
14	Dr. John Carter (Gestalt OSD Center)
15	Lindsay Tighe - Inspirational Coaching
16	Gok Wan (fashion guru) & Caesar Milan(the dog whisperer) Noel Possus David Taylor
17	Carol Mc Gowan Noel Posus
18	Thomas Leonard, Dave Buck,
19	Rob Kennaugh Noel Posus Sharon Chisholm Sally Parrish
20	Gail Broady from The Corporate Soul
21	Carol Mc Gowan Noel Posus
22	Lots of people
23	Tony Robbins Joe Pane Craig Jervis Noel Possus
24	Greg Meyer
25	Marilyn Atkinson
26	Jean-Pierre Fortin
27	Lew Stern - Stern Consulting - knows the business, knows coaching, knows how to coach, very direct and strong, yet caring and balanced.
28	Doris Helge, my coach
29	Thomas Leonard
30	Robin Linnecar---former chairperson of Praesta International (www.praesta.com)
31	thomas leonard catherine sandler jane upton
32	thomas leonard catherine sandler jane upton
33	I've been read O'Neill / Goldsmith / Kilburg / Stern.
34	I have no coaching hero. I am infinitely inspired by my clients
35	My coach, Renee Freedman

- 36 Timothy Galwey is my "Guru" from that what I have read Annette Reissfelder - coach, living in my country, excellent coach, very carefull, not pressing clients, giving them great space, professional Magda - coach, living in my country, excellent coach, with teh background of narative ways
- 37 My best friend Jill really gets coaching and is also willing to be coached in our general conversations. We really admire each other for our completely different lives. And of course there is Noel, always there to inspire and polish my brilliance. I get alot of satisfaction is helping and supporting him with all aspects of coaching. And if I may also add Stephen Covey, who has provided wonderful frameworks for me to refer to for my personal growth for over 20 years.
- 38 Peter Bluckert of PB Coaching in the UK
- 39 My mentor John, he has asked me the tough questions and not let me off the hook with glib answers. He really makes me think!
- 40 Nickolas yu
- 41 Mother Teresa - she inspired through actions rather than words
- 42 Gary Scholz
- 43 I don't have one
- 44 Sir John Whitmore Karen Tweedie
- 45 Noel Posus, Jesus, Peter Cassidy
- 46 All of my trainers at CTI during my training. In addition I have experienced coaching with Pat Barone, who specializes in working with weight loss issues that does not focus on diet or food. She had developed a program that connects you with YOU and how you can learn to honor your self, etc. Go to her website to get a taste of her work. You won't be disappointed. catalystcoaching.com. Ursula Pottinga created Americacoach who provides coaching to Americorps volunteers. I coached for them.
- 47 Nil
- 48 My Parents Napoleon Hill, Author of 'Think and Grow Rich' Francisco De Goya, Spanish Painter Gandhi Jane Austen, Author of 'Sense and Sensibility'
- 49 John Maxwell, Milana Leshinski
- 50 Carol McGowan Marshall Goldsmith
- 51 John Whitmore
- 52 you
- 53 You Noel, Steph Philps, Adela Rubio
- 54 Milton Erickson
- 55 steve zafron
- 56 Don't have particular person. Always admire colleagues who I observe to be very calm and centered as they coach.
- 57 Colin P Suzanne L
- 58 still looking for
- 59 Robert Dilts Julio Olalla Curtis Watkins Fred Kofman Sara Boas Pilar Godino ...
- 60 Jan Andreae Harm Siemens Wibe veenbaas
- 61 Previous General manager from TGI Fridays
- 62 You
- 63 Gary Scholz
- 64 Mr & Mrs Badinter: together but everyone produces his own. He is responsible for giving up death sentence in France, she is a feminist philosopher. They are bosting each other.
- 65 Several unknowns whose hearts are for their coaching partners
- 66 Do not have heroes like this - I see pieces of behaviour that I might try out and see if I can use in my repertoire.
- 67 One of my colleagues has a fabulous knack for gently re-framing situations in a way that provides greater clarity, simplicity, and ease for understanding.
- 68 Never seen her but my feeling is that Giovanna D'Alessio is extremely effective.
- 69 my business partner, marcia weider,
- 70 Becky, Master Coach Tricia N
- 71 she is dogmatic - she perseveres and they doen't sugar coat issues
- 72 Geraldine Burton
- 73 Jan Elfline Michelle Duval
- 74 James Gallway Stephen Covey
- 75 Judith Hemming
- 76 NLP Master Practitioners - Robert Dilts, Suzy Smith, Tim Hallbom NLP Trainer - Iam McDermott NLP Coach/Trainer - Jan Elfline
- 77 Carl Gustav Jung Erickson Robert Dilts
- 78 Church members Co-workers
- 79 Paul Blackburn Sarah Hue-Williams Noel Posus Robert Rabbin (love the way he expresses himself) Nicolaas Voorendt
- 80 My friend James Frame Clarke, who got me into coaching in the first place by evidencing his excellence as a coach

while coaching me, and by telling me off (gently) for taking too much notice of how he was doing it so that I went and got trained myself Jan Elflin who trained me, and is now my occasional supervisor

81 Tim Gallwey Ian McDermott Colleagues

82 Maria Nemeth, Ph.D.

24. For any or all 'heroes' you listed in the previous question, what have they done, or what do they consistently do now, which has had such a positive impact on you? (please provide as much detail as possible especially behaviours you observe in some way as this question is about identifying top behaviours)

Responses:	Responses	Percent
	78	100%
Total Responded to this question:	78	76.47%
Total who skipped this question:	24	23.53%
Total:	102	100%

Graph/Chart function not relevant for this question type.

24. For any or all 'heroes' you listed in the previous question, what have they done, or what do they consistently do now, which has had such a positive impact on you? (please provide as much detail as possible especially behaviours you observe in some way as this question is about identifying top behaviours)

Response Response Text

- 1 Exceptional at paying attention to everything said, not said and can identify and share patterns with the "coachee" with incredible respect and elegance. He's also a powerful presenter and I've learned more about all the ways to "be" on stage from him than anyone else. He's taught me how to ask for permission to go deeper in my coaching and how to respect the roles, rights and responsibilities for both myself and my clients.
- 2 clarity patience self-management deep reflection informs their choices and actions kindness blended with honesty Consideration ego in the right place deep thinker they direct their passion with laser-like precision, controlling it when needed
- 3 Break through failures to a bigger dream - involving others in the journey
- 4 Great Listener. Totally accepting. Doesn't give easy answers. Knows how to use silence. Asks brilliant questions. Knows how to use 'mirror' techniques with devastating effect. Ensures you know and understand that you have never "arrived," but keeps a focus on life-long-learning. Gives penetrating feedback that is full of grace and truth. Excellent on consequences. Incarnates his views and vision. Is totally 'present' - always.
- 5 They consistently ask wise, effective questions that draw the coachee out and or increase clarity. They are incredibly conscientious and tireless in their work for the coaching industry and the craft.
- 6 Jiddo is the philosopher for coaches, I think. Henri is the intuitive executive that coaches intuitively Faith and Marita are the top professional coaches
- 7 A great coach who has helped me to move from a beginning coach not sure of her ability to one with a good client base and enjoying my work.
- 8 Modeled the way with integrity and passion. Both validated what they see in me and encourage me to be my authentic self. Behaviors: Passion Integrity Direct Communication
- 9 He gave to others, built schools, learnt about spiritual life, respected his mother, studied, and never gave up. And wealth and honor did not spoil him.
- 10 I have attended 2 workshops with Philip and it is his presence, empathy and also lack of fear in the coaching environment. Authenticity oozes from him and it just feels right. I have met Peter and attended a presentation of his, and he is a very solid coach. He has empathy and is not afraid to challenge. With both of these people, they come across as real, which to me is very important.
- 11 James is extremely well-grounded in both literature and practice. He is articulate in his distinctions about coaching. He is insightful in his assessment of clients. He is compassionate, able to understand how a particular situation appears through the eyes of his clients. He has the ability to imagine and offer self-observations and new practices for his clients in the moment. He does not ask the coaches he trains to take on practices that he has not already attempted (and in most cases, mastered).
- 12 non-judgmental uses humor practical heavy listening psychological health
- 13 Carol, - Genuineness, Respect, Equality and live with High Ideals of Integrity, Positivity and Impact. Empowering and remain Teachable Noel - Attentiveness, Respect, Equality and live with High Ideals of Integrity, Positivity and Impact. Empowering and remain Teachable.
- 14 She is the ultimate 'purest' coach who coaches from the heart and never leaves your side throughout the coaching session. Very compassionate and nurturing.
- 15 Gok Wan is about women gaining a sense of appreciation for their physical and inner individual beauty. Although I see TV as contrived this man does not seem to be anything other than a very genuine caring person. Caesar Milan says he trains dogs and rehabilitates people and he does this in the apparently most simple ways with a genuine sense of caring humour. Noel Possus is an Australian based coach that comes from a real sense of abundance and sharing and growing. David Taylor wrote the Naked Coach. As a consequence of reading the book I have become aware of the difference between me and my clients. Simply I know how good they are.
- 16 Carol - Genuiness, Equality. Living with High Ideals of Integrity, Positivity and Impact. Empowering and remaining Teachable Noel - Attentiveness and Equality. Living with High Ideals of Integrity, Positivity and Impact. Empowering and remaining Teachable.
- 17 Thomas Leonard was a master of design, creativity, follow through and packaging of coaching programmes. He wasn't afraid to fail. He was a pioneer and totally believed in his own abilities. He wasn't influenced by others. His constant curiosity, interest and thirst for knowledge gave him an edge. Dave Buck is creative, enthusiastic, passionate and willing to fail. He shares his ideas and isn't afraid to ask for help from others in areas he doesn't excel in. He is

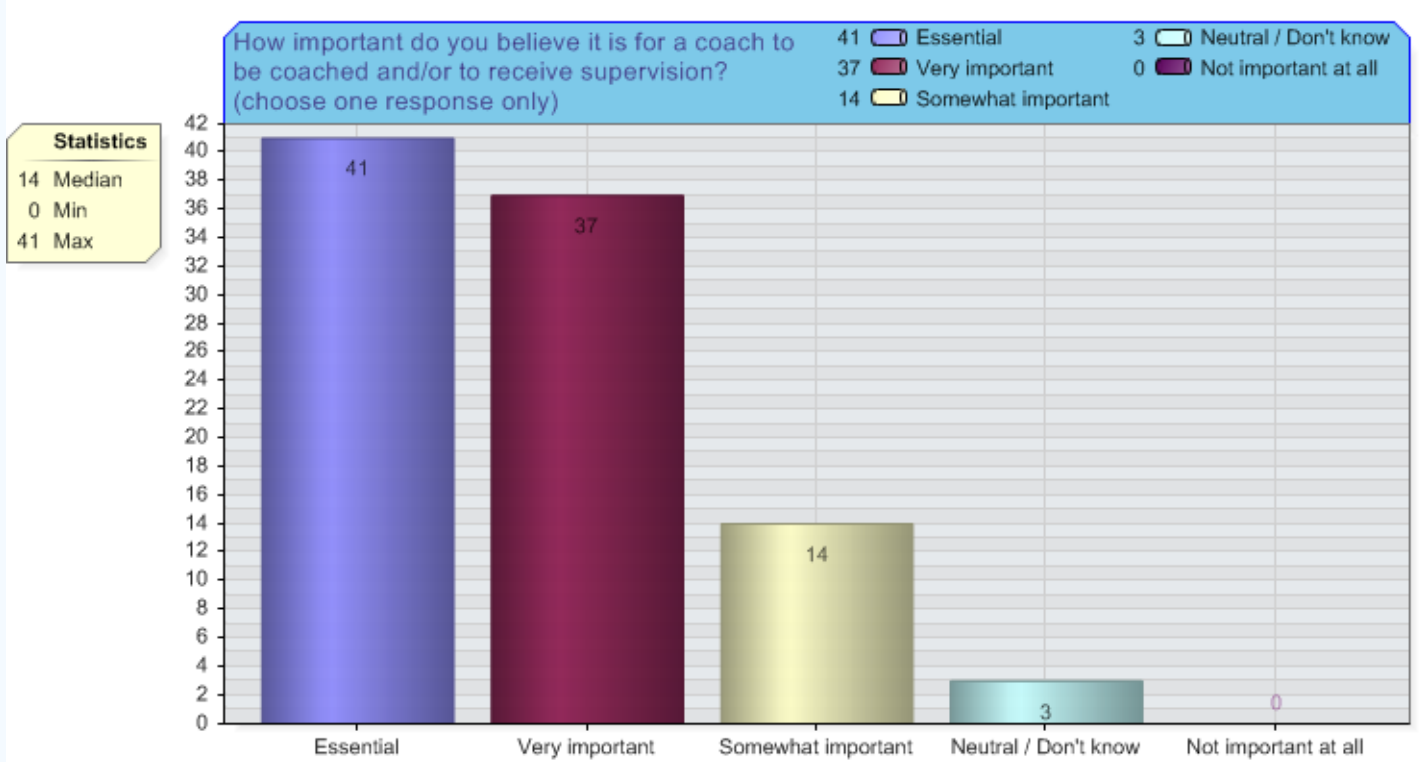
inspirational and loves to laugh which is very attractive.

- 18 Rob - Unwavering belief in what he can do Noel - generosity and consistency. Believing in others and what they are capable of even when they cannot see that for themselves. Unparalleled contribution to the coaching industry Sharon - transparency, persistence and courage Sally - her unwavering commitment to enhancing the coaching landscape in Australia
- 19 Listen; illuminate pathways for me to explore; encourage; acknowledge me
- 20 Carol - Genuineness, equality. Demonstrates High Ideals such as Integrity, positivity and Impact. Empowering and remains Teachable Noel - Attentiveness, equality. Demonstrates High Ideals such as Integrity, Positivity and Impact. Empowering and remains Teachable.
- 21 They take ownership for their actions. Their past is not their future. They move positively forward whilst learning from mistakes. They don't blame.
- 22 They continually believe in themselves
- 23 Excellent rapport skills, highly intuitive, use of humor, intelligent and discerning, great listening skills
- 24 integrity dedication they are "being in the moment"
- 25 MCC, a great leader and business person. No tolerance for procrastination. Quickly sees what is missing to move forward and succeed
- 26 Shares his knowledge, always willing to help out.
- 27 See the absolute positive in all those around them, and enables me to see the best in myself.
- 28 *one of the founders of coaching * free content * great content *community - coachville, ICF, IAC *learning platforms - internet, coachU
- 29 Superb coach - have been coached by him- totally present Has been coaching full time for over 15 years Developed international coaching standards- totally committed to industry
- 30 thomas leonard. Putting coaching on the map. Integrating many different approaches and disciplines. innovative in creating new tools and resources catherine sandler. deep psychological understanding of individuals. insightful jane upton. professional, knowledgeable, able to utilise many different coaching approaches with humour and a light touch
- 31 thomas - putting coaching on the map and developing it as a profession. integrating many different disciplines and approaches. huge rate of innovation in tools techniques and approaches catherine -deep psychological insight about individuals and what is prompting their behaviour jane- flexible, knowledgeable and professional with a light, humorous approach
- 32 I prefer the coaches that are practicing and writing about their experiences.
- 33 Their commitment and dedication to growth. I am inspired by their courage and innate wisdom
- 34 Excellence in coaching skills Has huge big-picture perspective Has much training and experience in human behavior Always has new dimensions to add Keeps careful records so can make comparisons, see patterns Is kind Is mindful of the other important people in my world, sees me as part of a human ecosystem so she coaches in MY context Is on time, respects my time Is businesslike and efficient about the contract/cash and the many extensions of our coaching agreements
- 35 I was a part of a course, that ANNETTE and MAGDA attended too. Their attitudes to clients, patience, they know when to "jump " in, without any violence and with understanding, not showing their ways, but following clients ways
- 36 I think I covered this above.
- 37 Person centred coaching in which he gets involved himself in the relationship.
- 38 John stays in touch, rarely forgets the important things and takes a keen interest in my development and future goals.
- 39 Quiet service to suffering individuals
- 40 How through questions and the basics of coaching and communication they are able to allow the client to see themselves and break through challenges.
- 41 John's communication in written or verbal form is so succinct and easy to follow. Karen has very well honed observation skills and a lovely impassive manner.
- 42 regular contact, words of encouragement, example to follow
- 43 Pat truly holds all people Creative Resourceful and Whole. I always learn from her as a client and as a coach. Ursula has a spiritual and intuitive component to her work that I connect to. They both are creative, think outside the box and are an inspiration to me in all facets of my life.
- 44 My heroes have a common thread that ties them together, each have faced incredible challenges and over come them with courage, determination, persistence, inspiration, creativity and the will to succeed.
- 45 cutting to the chase in their approach, overtly empowering their colleagues and 'competitors.' systematizing what they deliver for efficiency. being friendly.
- 46 Carol = for effort and tenacity when engaging with the issue at hand and for humanity along with it. Marshall = vast knowledge gained over a lifetime (wisdom?)
- 47 Julio Olalla, Richard Heckler, Marsha Shenk
- 48 making things outside the system come within it
- 49 Grow in a direction that inspires themselves and others. Respect, responsiveness, positivity, caring,
- 50 every time I hear/read or interact with them I feel lifted. there is great positive energy. I think they love what they do, and enjoy their life. Perhaps we share our values: be authentic, live with passion.
- 51 Incredible capacity to listen, to synchronise, to adapt... to meet the client!
- 52 they stand for something consistently



- 53 Display mindfulness, calm and light touch.
- 54 Focus on possibilities. Not limited by today or by cultural or organisational norms. Non judgmental Enhanced listening
- 55 Lightness and mastery. They shows a real presence A respectful irreverence They show compassion and they are able to challenge with respect
- 56 combining inner strenght and believes with ambition and convidence trusting the proces just be there
- 57 They developed in me a high but attainable level of personal standards to which I constantly strive to achieve
- 58 Your news letters are very welcome
- 59 Calm and professional. knowledgeable, actively listens, helps me seek my own answers, always asks the right questions, belives in me
- 60 He is responsible for giving up death sentence in France, she is a feminist philosopher. They are bosting each other. Every one goes as far as he can & accumulated enough experience to reach a very positive way of thinking
- 61 They all have deep understanding on multiple levels, focusing on the person as that person and great listeners
- 62 See above
- 63 Crafting questions that require the coaching client to get to the heart of the issue and move their own action forward; listening intently and feeding back the data in a way that encourages a greater commitment from the client; generating options that hadn't been considered before; challenging the client to do more as a result of each conversation.
- 64 Study, study, practicing practicing, open to change, continue to liste to.
- 65 beingness marcia weider- how she has grown her business
- 66 They work beyond all bounderies and succeed
- 67 Demonstrates confidence and optimism even when she is not 100% feeling it. Stays focused and works through challenges - doesn't give up. Shows empathy and is realistic.
- 68 Consistantly practiced ethically. Consults to organisations and the Government around issues of Mental Health, Care of Mental Health professionals Sharing her knowledge
- 69 Ability to be present Summarising the coaching discussion so far Coming up with excellent powerful questions
- 70 7 Habits toolbox excellent for Coaching, See-Do-Get Model, Time Matrix, Win-Win grid, 3 rd way alternative, Sharpen the Saw, Personal Accountability/Renewal James Gallway, Inner & Outer Game (P= p-i)
- 71 the are well trained and they can observe the patterns and provoke you, they show integrity and professionalism
- 72 Authenticity in their Training - "walk the talk", great energy and commitment to their craft
- 73 continous curiosity, nothing ever taken for granted, focus on understanding others with absolute respect for who they are
- 74 Positive Help others in need Help others achieve their goal Care about others Hard-working
- 75 I Know they know what they are talking about, because of this i find them trustworthy. They are consistent in their words and actions They show belief in me and positive regard for me. They make me laugh & can laugh at themselves They make me feel like i can achieve anything They dont profess to know everything (they have a human side) and are committed to their own personal growth.
- 76 Calmness, humour, audacity, acceptance. there's a real 'wow' when i watch them in action either working with me or with others.
- 77 Ease Intuition Confidence Flexibility
- 78 Focused on my success. Supportive. Asks the questions that invite me to identify and take a conscious look at issues. Does not "buy in" to my "story." Calls me to a higher place.
-
-

25. How important do you believe it is for a coach to be coached and/or to receive supervision? (choose one response only)

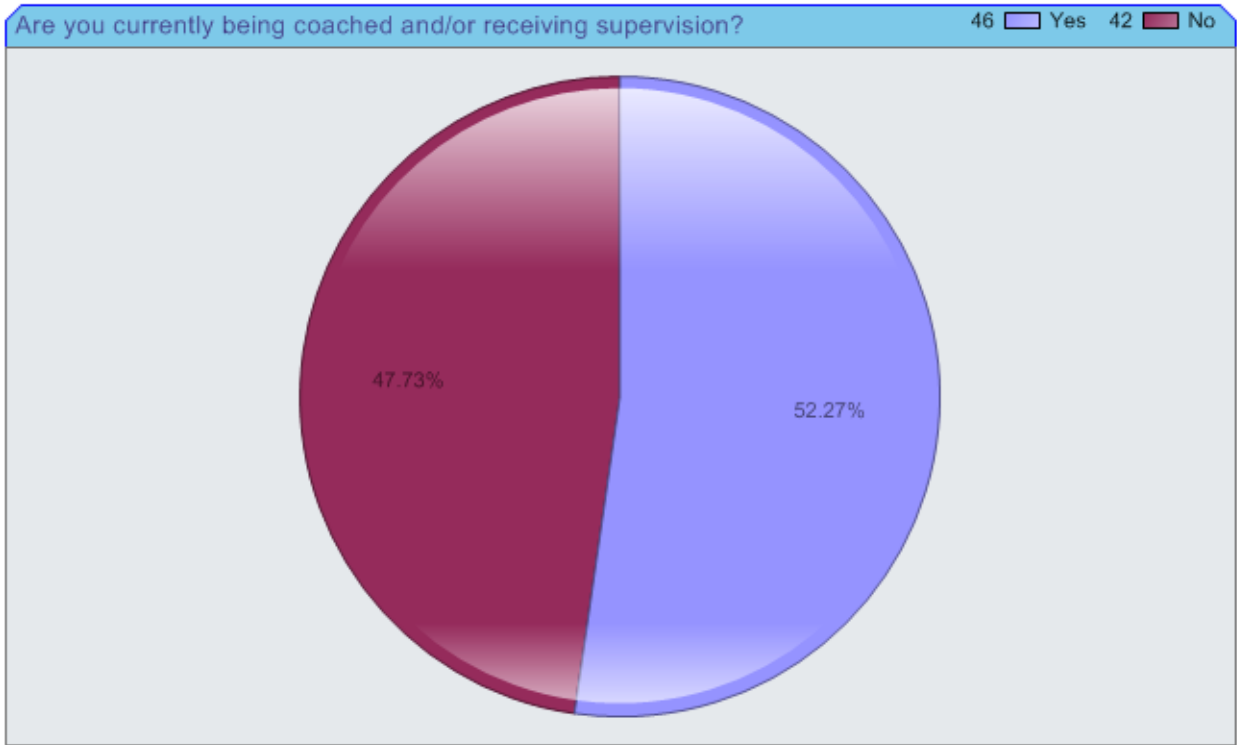
	Responses	Percent
Essential:	41	43.16%
Very important:	37	38.95%
Somewhat important:	14	14.74%
Neutral / Don't know:	3	3.16%
Not important at all:	0	0%
Total Responded to this question:		95 93.14%
Total who skipped this question:		7 6.86%
Total:		102 100%



26. Are you currently being coached and/or receiving supervision?

	Responses	Percent
Yes: 	46	52.27%
No: 	42	47.73%
Total Responded to this question:	88	86.27%
Total who skipped this question:	14	13.73%
Total:	102	100%

Statistics
42 Min
46 Max



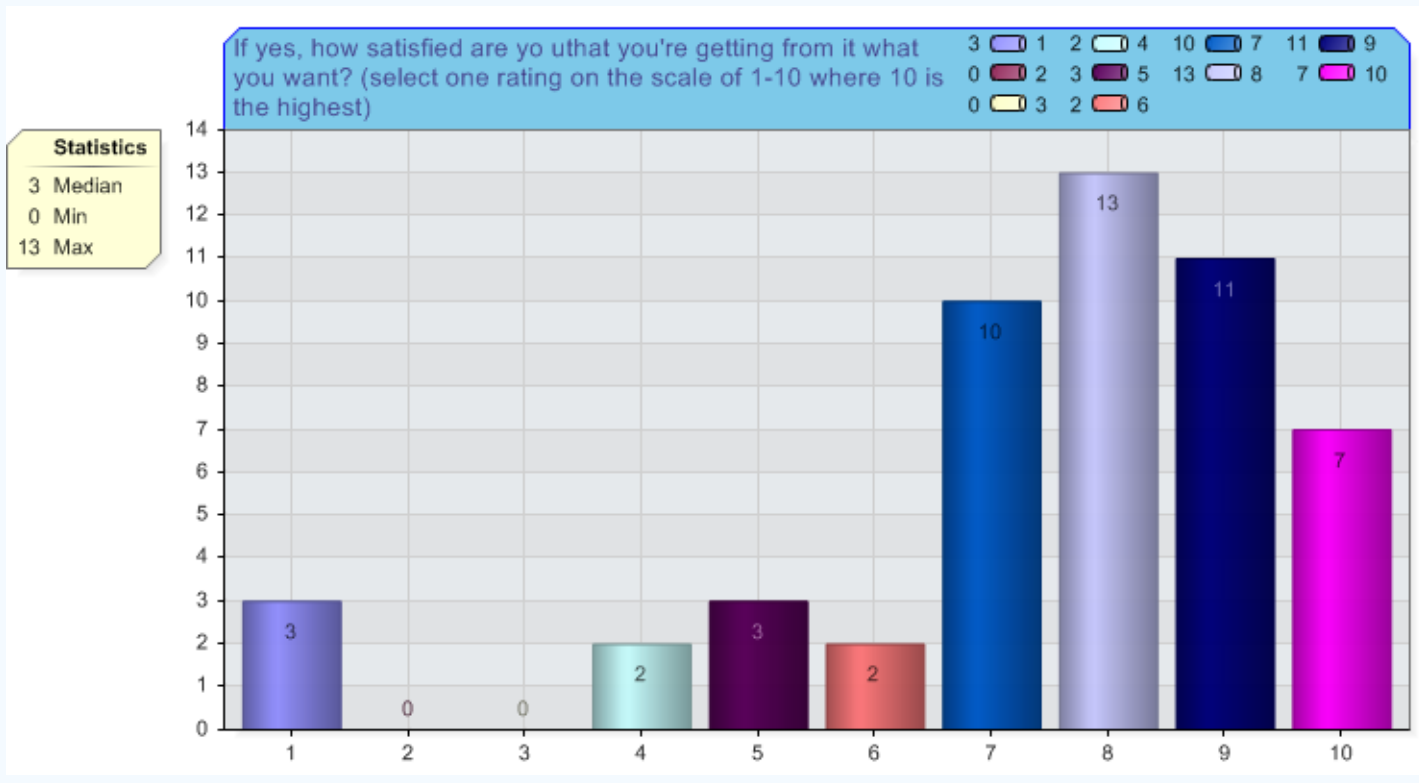
27. If yes, how satisfied are you that you're getting from it what you want? (select one rating on the scale of 1-10 where 10 is the highest)

	Responses	Percent
1:	3	5.88%
2:	0	0%
3:	0	0%
4:	2	3.92%
5:	3	5.88%
6:	2	3.92%
7:	10	19.61%
8:	13	25.49%
9:	11	21.57%
10:	7	13.73%

Total Responded to this question: 51 50%

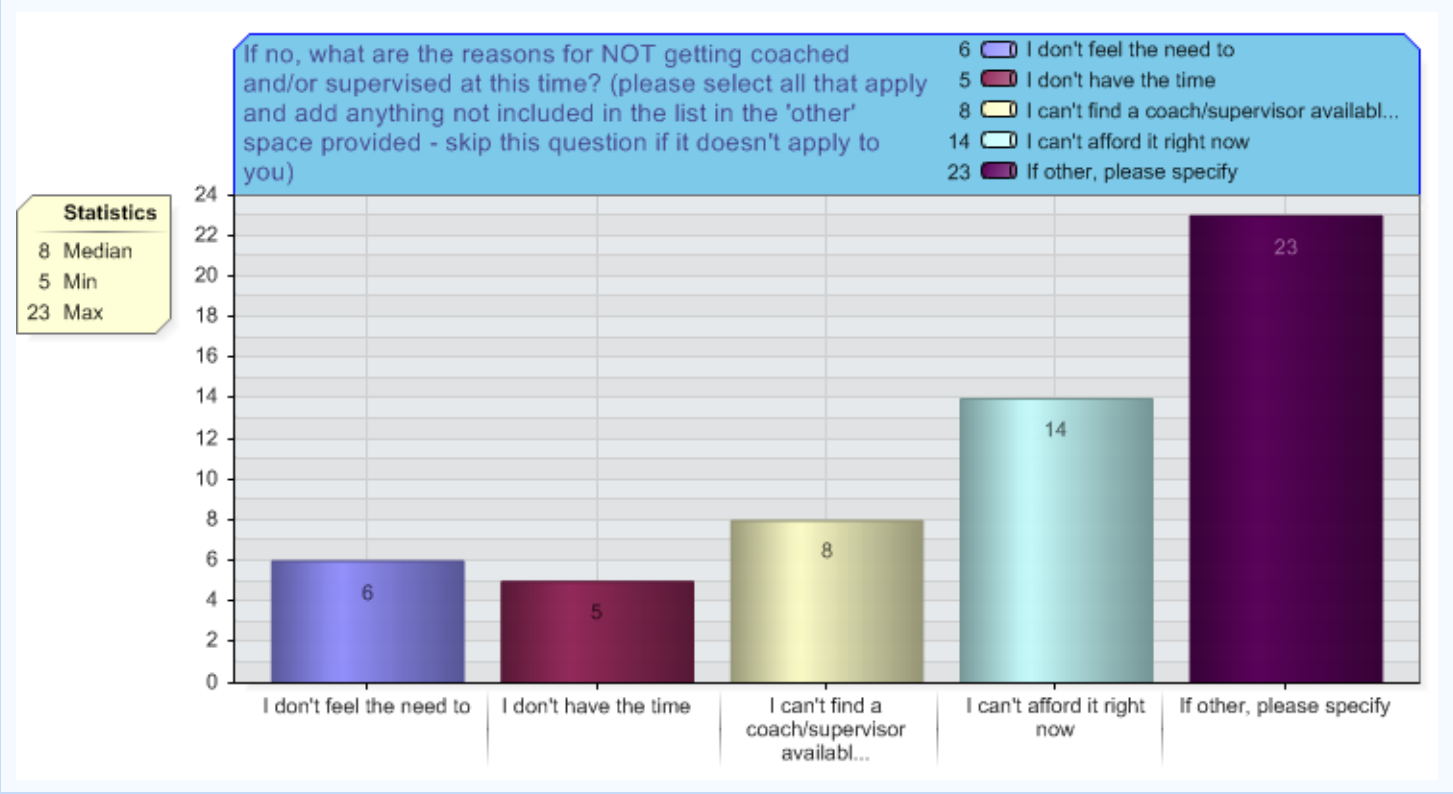
Total who skipped this question: 51 50%

Total: 102 100%



28. If no, what are the reasons for NOT getting coached and/or supervised at this time? (please select all that apply and add anything not included in the list in the 'other' space provided - skip this question if it doesn't apply to you)

	Responses	Percent
I don't feel the need to:	6	13.33%
I don't have the time:	5	11.11%
I can't find a coach/supervisor available or that I like:	8	17.78%
I can't afford it right now:	14	31.11%
If other, please specify :	23	51%
Total Responded to this question:		45 44.12%
Total who skipped this question:		57 55.88%
Total:		102 100%



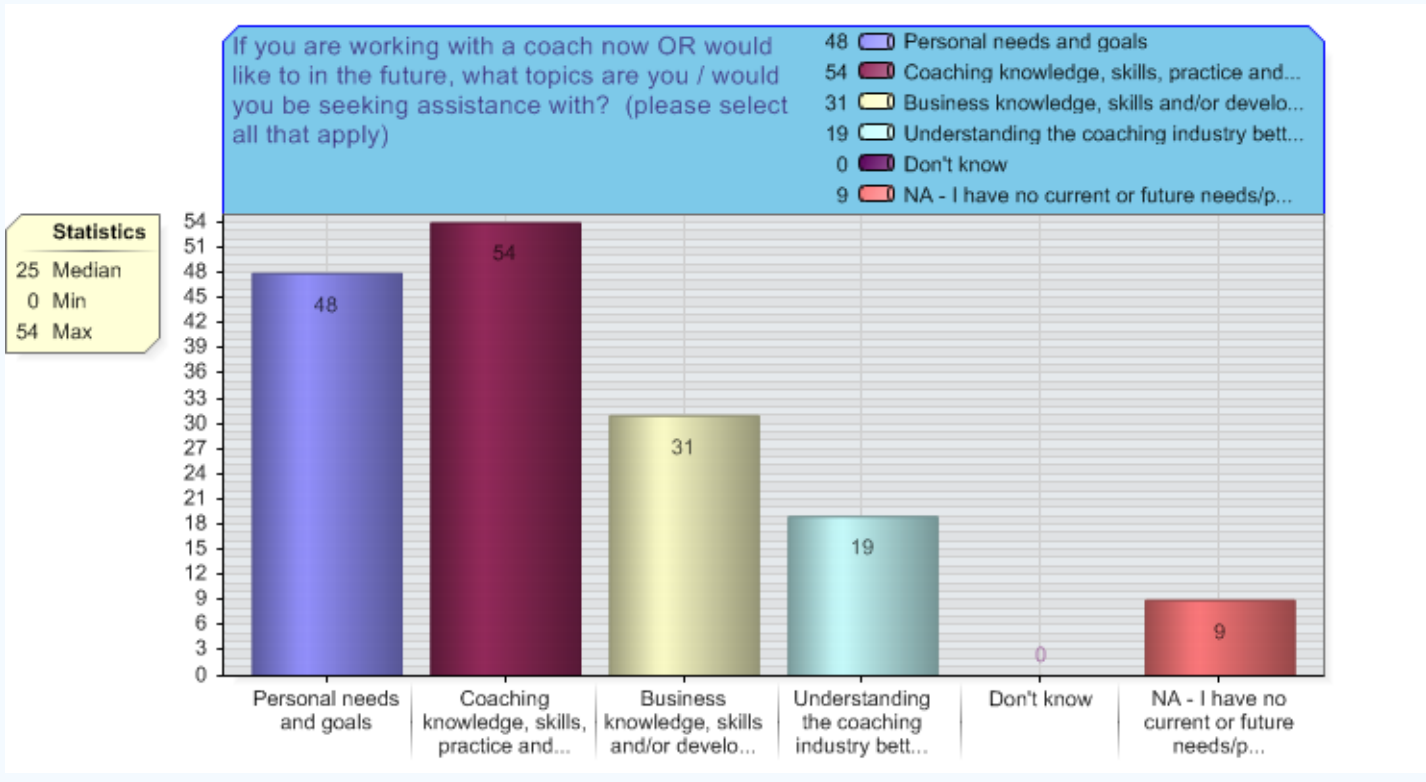
28. If no, what are the reasons for NOT getting coached and/or supervised at this time? (please select all that apply and add anything not included in the list in the 'other' space provided - skip this question if it doesn't apply to you)

Response	Comments
1	not applicable
2	At the moment, I do not have a coach. Yet the time will soon come as I am ready to take my next big steps to work with a coach. I trust my intuition for when to fly on my own and when to work with a coach.
3	I did, and yes it helped. I want to find someone formidable. I want to respect the person, and feel that yes, he/she adds something more than a book, or a friend can give me. I suppose again, I sound difficult.
4	We don't use so much supervision as peer review -- there are several partners in our firm. We regularly discuss our coaching engagements, share issues, and work together to refine our work. I'm also providing supervision and feedback to two other coaches working with our clients right now.
5	I'm ready for a new coach - I change them each year as I 'outgrow' the need for the specific help they can offer. ie: my first coach was a coach/mentor, my next was a life balance coach, my next was a spiritual coach and so on.
6	I meet weekly with two other coaches and we coach each other on request and though it isn't ideal it has worked to date.
7	Finding a new one
8	At this moment, i don't feel the need to
9	I don't feel the need right now. I have friends in my life that provide excellenct coaching even though they are not professional coaches.
10	I had 2 coaches I worked with. 1 WAS ILL last 2 monhts, another one goes through a hard period of her life. I have to find another one.


- 11 I find that I can self coach myself through most situations. Yes, I sit down and really question myself about what is going on and explore options that would make an improvement. This takes self discipline and a lot of honesty, so it is not for everyone. If it was a requirement to have X number of hours of coaching to maintain credentials I would not object.
 - 12 I had coaching supervision 18 months ago and it was the most effective process I ever went through since becoming a coach. At present I only have three coaching clients and they are fairly new clients so until later this year I won't be accessing supervision.
 - 13 I am primarily teaching the coaching method I have developed, and doing very little coaching myself at this point. I believe that I am fully competent in my coaching specialty.
 - 14 I have a group of coaches that I consult with and am coached by as the time feels 'right'
 - 15 I supervise a few coaches, attend group supervision, engage in mutual collegial supervision, and debrief with a coach in an entirely different field once a year and this seems to be working for me at present.
 - 16 I don't feel that I want to reflect on some things for the time being, it's far too draining. I also feel that many of my issues are things that I won't be able to change or have significant effect to considering the complexities that are at the core root of the problems. I don't want to pay for some of the coaching available out there. I don't think I'm very coachable considering I'm quite complex and I haven't found coaches who can coach me to a level I feel comfortable with, I have found that most don't listen or tend to come from their own frames.
 - 17 I'm doing a PhD which I guess means I have a 'tutor' and I'm working on establishing my speaking platform with a consultant... Every year I do a special program, and I'm being very specific about what I need to learn/be coached about. I have very few problems and my life is great in general. I'm not interested in discussing my problems with my partner as I think without his involvement it is a waste of my time. My life is filled with many other things for the next 3 years, then either we'll be able to work things out together or I'll move on.
 - 18 Not starting my new training until April
 - 19 just haven't gotten around to get started
 - 20 Have an informal relationship with another coach to coach each other. Also have a range of coaches that I touch base with on a situational basis and this helps me as I encounter challenges as a coach or in my own personal life. This works fine for now but if I take on more coaching clients I will be looking for instructional assistance as a coach.
 - 21 I have had regular coaching until recently. I didn't feel the need to continue at the point I stopped. I think it is good for coaches to take a break from time to time to reassess where they are and ensure there is no dependency created. I think it is also good discipline for coaches to self-coach from time to time.
 - 22 currently I am more involved in the training area and I do not have clients, besides that there are no available supervisors for 1 to 1 in the area
 - 23 I am currently changing coaches and waiting to hear back from a supervisor I have approached
-

29. If you are working with a coach now OR would like to in the future, what topics are you / would you be seeking assistance with? (please select all that apply)

	Responses	Percent
Personal needs and goals:	48	54.55%
Coaching knowledge, skills, practice and/or supervision:	54	61.36%
Business knowledge, skills and/or development:	31	35.23%
Understanding the coaching industry better (mentoring):	19	21.59%
Don't know:	0	0%
NA - I have no current or future needs/plans to work with a coach:	9	10.23%
Total Responded to this question:		88 86.27%
Total who skipped this question:		14 13.73%
Total:		102 100%



30. Is there a coaching tool or methodology you use most frequently AND would recommend? If so, please provide some detail below.

	Responses	Percent
Responses: 	60	100%
Total Responded to this question:	60	58.82%
Total who skipped this question:	42	41.18%
Total:	102	100%

Graph/Chart function not relevant for this question type.


30. Is there a coaching tool or methodology you use most frequently AND would recommend? If so, please provide some detail below.

Response	Response Text
1	Perceptual Positioning Values and Beliefs Conflict Dynamics Profile The Wheels of Life
2	Wheel of Life is a great starter
3	Depends on the situation. Effective questioning is my most useful tool
4	For mine, most coaching is based on, or a variant of, the GROW model.
5	Transformational Presence work as developed by Alan Seale
6	I have made my own ROCS, Return on Coaching Structures.
7	Motivational Interviewing -- a process to help elicit change talk from the client to help them move to their identified outcome.
8	Maximize person intuition Stay in curiosity [with discovery questions]
9	The tool I probably mostly use is me. I study all the time, I look after my needs, but I also save so I can help my family. I keep in contact with everyone who is important. I learn to forgive, but it's difficult, and I never intentionally hurt, cheat, or lie. I do not waste my time, but I love going out once or twice a week with preferably someone I like a lot. I use language to understand, I listen to the language of people; I speak four. I try to see their point of view, try to be aware of mine and others' projections, to avoid transference. When there's transference I know and I try to get rid of the infection quickly. I read C.G.Yung regularly. I interpret my dreams, and everyone and everything interests me.
10	Be real with your client, and you won't go far wrong.
11	We're mostly Integral Coaches, using the models and coaching practices taught by New Ventures West.
12	Appreciative Coaching and Appreciative Inquiry as a model for self responsibility and organizational change. Surveys to reveal group knowledge and self evaluations. Ask the right questions. Emergenetics
13	Extended DISC profiling
14	360 surveys
15	Wheel of life Values List Skills list Nururing Inner Child SWOT Analysis Understanding Relationships
16	Wheel of Life - I find this is a tool that has consistently provided value to my clients and provided hugely significant insights for them when discussing and reviewing the outcomes of the process
17	Wheel of Life Values List Skills List Nuturing Inner Child SWOT Analysis Understanding relationships Choice Path
18	NLP
19	Mentors Table Matery road Disney method-- all gained from Erickson solution focused training courses
20	The Wheel/
21	Developing presence, not just for the coach, for the coachee as well.
22	Very much solution focused approaches, empowering individuals to see the positive possibilities in their lives, rather than focus on the negative
23	CBT ACT Visioning Leadership styles EI
24	no
25	I developed a methodology during my doctor degree research.
26	Brain Gym or Psych K. They provide and excellent somatic anchoring tool for the clients self discovered emerging awareness.
27	Like assessments? Nope. I use my training (IAC certified) and my experience in each situation.
28	Wheel of Life as a basics
29	I mainly have conversations around the miracle question because most of the situations that I come in contact with are those complaining about something being the way it is. Sometimes I think this is why alot of people don't come to me when they just want to whing, because they are starting to see that I will not let them get away with it. I'll call them on doing something different.
30	Immunity to Change by Kegan and Lahey
31	The most effective tools I use are a pre coaching questionnaire and a coaching contract. I access different things depending on the client, but probing questions and keen listening are critical. I also think having the ability to

encourage and challenge (non aggressively) can be quite liberating for some clients. I always agree the parameters at the beginning of the first session.

- 32 Yes, a method I have devised that incorporates psychoanalytic and sociobiological concepts of empathy, insight, and psychological survival.
- 33 Active Listening - most powerful, allowing the client to find their own solutions.
- 34 meditation and yoga
- 35 GROW model
- 36 listening and questioning skills
- 37 I do not use one tool with all clients. But the one that I do use often is the Circle of Life. It can be a learning tool for me and the client as well as a catalyst for self awareness, growth, and learning.
- 38 Absolutely, later when we catch up
- 39 somatics, neuroscience
- 40 Grow model, Wheel of Life, CBT, Narrative therapy, NLP, SFT, Choice Theory,
- 41 no, I like NLP, but it depends on which context it is used.
- 42 No...
- 43 I draw from a range of tools and don't have a preferred methodology
- 44 I'm using a basic GROW model as a frame, then to achieve some points tools like NLP, TA, Ontological OAR model
- 45 I am very inspired by the gestalt methodology, working with the here and now, the total field of which i am involved, the proces of contactstyle I am always working with diversity theory diversity as the holistic thought, etnical, gender, race, sexual orientation, class, family position, physical possibilities, etc.
- 46 One on one training
- 47 A game called ReSolution-Coaching. It is a ludic way to organize group coaching.
- 48 Expect the unexpected, be as open as possible
- 49 Co-coaching
- 50 The dialogue model from Crucial Conversations.
- 51 CoachU approach, 6seconds emotional tools assessment
- 52 Using assessments more then before to help clients ascertain their strengths and developmental opportunities. This saves time exploring and provides faster focus and traction during coaching sessions.
- 53 Solution Focus, incorporating goal assessment and strategies. Narrative to highlight my understanding of the client's value and goal
- 54 Just presence, attentive listening, intuition and powerful questions, giving the client all the space they need.
- 55 TA- P.A.C. Model & Q'aire Psychometric Profiling (DiSC and Insights/Colours) Time Matrix Situational Leadership GROW/CLEAR Models of Coaching 7 Habits Leadership Models Personal Effectiveness Models/Tools.
- 56 I think the contracting is essential in coaching
- 57 emotional intelligence systemic approach (in corporate environment)
- 58 Ideas from Lane 4 Consulting
- 59 usually though not exclusively use life wheel and values/ gifts and talents as an induction tool to find out where the client is and what matters to them so that I can be effective and responsive in the way I coach them, so i am aligned with their values and what they want right now
- 60 What are the facts vs the interpretation you place on the facts. Shifting the focus of your attention onto a conclusion more interesting than the one that is causing you distress. Committing goals to writing.
-

31. Is there a particular structure you use for a series of coaching sessions or the coaching programmes you offer? This could also mean using a licensed coaching programme of some sort. If "no", skip to the next question. If "yes", please tell us a bit about the structure, if it's yours or a licensed programme, etc. Any detail you'd like to share is helpful.

	Responses	Percent
Responses: 	37	100%
Total Responded to this question:	37	36.27%
Total who skipped this question:	65	63.73%
Total:	102	100%


Graph/Chart function not relevant for this question type.

31. Is there a particular structure you use for a series of coaching sessions or the coaching programmes you offer? This could also mean using a licensed coaching programme of some sort. If "no", skip to the next question. If "yes", please tell us a bit about the structure, if it's yours or a licensed programme, etc. Any detail you'd like to share is helpful.

Response	Response Text
1	The Wheels of Life
2	I have used the Results Coaching System in the past, however now I tend to base sessions around questioning to achieve desired outcomes
3	Yes: 1. Interview re coaching needs, and perceived needs. Explore current context, readiness for coaching, organisational expectations etc 2. Gather client personality instruments (eg, MBTI, StrengthsFinder, others) 3. Develop coaching strategy 4. Review strategy with client 5. Implement strategy 6. Review, feedback
4	ROCS is available in the Norwegian market.
5	It's a licensed programme that I like. The structure is helpful; it has contracts and a series of profiles that help the client express their inner chaos. It provides a structure to begin with. I use wheels that I design on which I can help the client deposit the qualities they want to develop, they're lacking, or they don't know they have. The rest is ad hoc, and specific to each individual. A man, I found, would likely respond to something different to what a woman would.
6	My own process of discovery regarding the client's self-awareness, emotional intelligence. Written materials and answers to questions. Assignments and reflection. External surveys of people who know them.
7	It is a licensed behavioural profiling tool. Excellent for helping clients understand themselves and their relationships with others.
8	Working in Drug Health as a case Manager I have found the above tools to be most valuable. They have helped clients identify their goals, come up with strategies and an action plan to achieve them. There is still much for me to learn in this area so as to pass on
9	I simply use the tools as documented above
10	NLP has too many applications to mention...
11	Systemic approach. Weekly 60-minute sessions for 12 to 24 months. Flexible depending on client requirements.
12	In the process of developing a program focused on the transition to retirement. In the early stages.
13	no
14	The scientific article just been edited last month (International Psychology Scientific Publication - Brazilian University Publication)
15	No licensed program. I start out by asking client to breathe, get centered, create the right atmosphere for coaching. I let the client lead, asking what their hoped-for outcome is for the session. I ask appropriate questions, sometimes share anecdotes, stories, or wisdom. I try to address what the client has identified as the goals for the session, and ask if we've covered it. I ask what value the client has rec'd from the session. We confirm our next appt.
16	for weight loss - I have got some structure for workshops - I created one day course - Basics and principles of coaching for everyday use. It is for people to understand what coaching is, how it works and not mistaken it with another forms working with people. I don't teach any course for future coaches.
17	Not using coaching in this environment.
18	Yes, I guide my clients through a four step process to raise awareness and create clarity and focus. Where am I now? Where have I come from? Where am I going? How will I get there? This is the core process of my Company; Ignite Coaching www.ignitecoach.com
19	Initial meeting to build rapport, agree a contract and set out what the process and relationship will be. a minimum of 4 sessions of between 1-2 hours over a period of time (generally 3 months). It all depends on what the client wants and what pressing needs they may have that will impact on the scheduling. A summary session at the end to ensure everything has been covered and to identify what outcomes (if any) have been achieved. Feedback on coaching provision.
20	I have developed a coaching program that consists of a four-day seminar followed by a supervised accreditation process.
21	Coaching training around the GROW model.
22	no

- 23 tailored to the needs of the individual
- 24 No I do not use a structure at the present time in my private practice. However, I also am involved with MyLifeCompass and when I coach with them I use their MAPS (Monthly Action Plans) and other materials required by them. I find them well done and easy to use and they support my values, passions, and outlooks.
- 25 We plan to consider licensing/ franchising our platform and approach later this year
- 26 I ask clients to answer a series of questions about themselves and what they want out of life, along w/doing MBTI & Kolbe, so that I'm sure I'm grounded in who they are where they're going before we start. After that, anything is fair game.
- 27 develop the existing lifefocus understand the influence on communication developing a personal lifeintention (values) understanding how this influences business
- 28 no
- 29 It is a structure i created to propose a kind of alternative coaching where everyone can be alternatively coached and coach
- 30 I wrote a program Co-Interactive Coaching, because nothing stands alone in our lifes, everything interacts
- 31 No
- 32 Continue to call upon Adler's models as I am an Adler coach.
- 33 No
- 34 3 Question format: - What's the issue...? - What outcome would you be happy with today...? - What's my role today and how can I serve you and this process best...?
- 35 no
- 36 NLP techniques inform a lot of my coaching but I do whatever will work for the particular client. time line comes up regularly, and belief systems
- 37 No.
-

32. If you use "assessment tools" of any kind, please list them. This helps us learn a bit more about what are the most common assessment tools being used right now.

	Responses	Percent
Responses: 	47	100%
Total Responded to this question:	47	46.08%
Total who skipped this question:	55	53.92%
Total:	102	100%

Graph/Chart function not relevant for this question type.


32. If you use "assessment tools" of any kind, please list them. This helps us learn a bit more about what are the most common assessment tools being used right now.

Response Response Text

- 1 DISC Conflict Dynamics Profile LSI Myers Briggs NBI Whole Brain Thinking
- 2 iWAM DISC Hartman Values Profile - innermetrix Neo
- 3 Thinking preferences, Emotional Intelligence,
- 4 See above. I use Bernice McCarthy's Learning Style Inventory as well as those listed.
- 5 Real Colors
- 6 PCSI through CoachU
- 7 I don't have them in front of me now.
- 8 EQ-I DISC
- 9 We do use the Devine Inventory where it's appropriate.
- 10 Enneagram Emergenetics
- 11 Project Balance Wellbeing Assessment Extended DISC Profiler Strengths Profiler
- 12 As stated above
- 13 I use my own personally designed tools most of the time though I would like to become more familiar with Noels Wheels of Life since listening to the recordings. Each client is different and I totally coach "in the moment"
- 14 Skill Assessments Values Assessments
- 15 Wheel of Life Values List Skills List SWOT Analysis Understanding Relationships Choice Path
- 16 EXT Disc profile analysis Tools
- 17 Questionnaires
- 18 Neo P-IR personality inventory
- 19 Communication style evaluation Level of energy Occasionally Emotional intelligence
- 20 MBTI Genos EI Lominger Voices LSI, LI, OCI, OEI
- 21 MBTI
- 22 don't use any
- 23 not using coaching in this environment.
- 24 DISC, Breckinridge Type Indicator, Awareness to Action 360 Emotional Competency Assessment, Strengthsfinder 2 (Tom Rath)
- 25 I don't use them. I can use MBTI but don't for coaching. All my clients so far have not requested an assessment tool as part of the process.
- 26 Qualitative surveying of coworker experience of the client's management style.
- 27 SHL assessment tools
- 28 Depends on client need
- 29 self assessment
- 30 At the present time I do not use any assessment tools. I am open to looking into them at some time in the near future.
- 31 Wheel of life
- 32 I have 50 self-scoring assessment tools for members
- 33 MBTI, Kolbe, 360 feedback
- 34 360 own assessment tools
- 35 Wheel of Life, value clarification, strengths and limitations, letter to the future, drawback grid, coat of arms, Roles Rights Responsibilities and permissions, SMART goal setting, Learning Styles Questionnaire, My Metaphor, SWOT
- 36 I used my own assessment tools, based on my own learning as a business owner.
- 37 Dr Katherine Benziger, Thinking Styles Assessment.

- 38 360 feedback interviews Bolton & Bolton working styles
 - 39 MBTI LSI OCI
 - 40 6 monthly reviews
 - 41 SIGMA LSP DISC
 - 42 DiSC Insights-Colours Profiling
 - 43 If the corporations I work with have internal 180° or 360°, I capitalize on that info
 - 44 360 Feedback MBTI Various on-line assessments both internal and external to the company
 - 45 life balance wheel values gifts & talents
 - 46 Wheel of Life/Work Values assessments Goalscape AMSP profiling
 - 47 Standards of Integrity Life's Intentions
-

33. What is your greatest strength as a coach? (please keep your answer as brief as possible. In fact 5-10 words would be ideal for us)

	Responses	Percent
Responses: 	88	100%
Total Responded to this question:	88	86.27%
Total who skipped this question:	14	13.73%
Total:	102	100%


Graph/Chart function not relevant for this question type.

33. What is your greatest strength as a coach? (please keep your answer as brief as possible. In fact 5-10 words would be ideal for us)

Response	Response Text
1	My adaptability between roles of coach, authority, consultant, mentor, trainer and counsellor
2	grounded in reality
3	intuition and breadth
4	Lack of judgement, empathy
5	rapore with clients and gaining trust
6	A strongly intuitive presence.
7	Create high rapport and trust
8	valuing others
9	intuition and ability to cut to the chase
10	I understand my role as leadership coach
11	outstanding listener and able to elicit change talk
12	Very high intuition + excellent endorsing skills
13	I ask only what I can do myself, so put myself through hoops.
14	Connectedness
15	Practical understanding of what it's like to be a business leader
16	Experience, intelligence, maturity, humor and resources.
17	compassion
18	warmth, compassion, non-judgement, encouragement, listening.
19	I care
20	Attentiveness and Empathy
21	Listening and Intuition
22	Sincere interest in my clients. Having lived it myself.
23	open, available, present
24	Attentiveness and Empathy
25	Ability to ask questions that move paradigms
26	My ability to easily build rapport with my clients
27	astute, seeing the real issues
28	establishing rapport and creating the desire for change
29	Pragmatism
30	Coach and coachee are themselves (no masks)
31	Making the complex simple.
32	facilitate effective change
33	I get people and business
34	warm, non-judgemental, insightful
35	Goals achievment / business environment / behavior knowledge
36	I listen with an open heart and respect.
37	My life experience. It's huge.
38	confidence. working with client's metaphores
39	Modelling - you can have it all, you just have to figure out what IT is.
40	Self-awareness
41	Authentic - honest - judge free listener

42 Encouragement and building trust
43 My insight into the dynamics of abrasive behavior.
44 Truly caring
45 empathy
46 trust and rapport/professionalism
47 listening
48 respecting, caring, listening, encouragement, and individualization. CRW is the heart of my coaching.
49 Pragmatic, direct and honest
50 Creating awareness
51 integrity, innovation and perseverance
52 I have unshakeable belief in the capacity of human development.
53 Insight, toughness & humility
54 facilitating possibility
55 Getting to the core problem quickly.
56 I make people feel their best and empowered
57 Listening, calibrating, empathy, intelligence, diversity of tools
58 listening, mirroring, developing new sights
59 Presence
60 Pragmatic, challenging yet supportive
61 listening and intuition
62 presence, listening,
63 making a relation in which people dare to feel and experiment
64 Patience
65 Being empathetic
66 Passionate
67 empathy & quick understanding of the situation
68 asking questions that are required
69 Being in the moment
70 listening and reframing clients' issues
71 Intuition, be present
72 A lot of experience, courage,
73 depth of listening
74 tuning in
75 Practical, goal focused and empathetic but challenging
76 mindfulness, focus, reflective practice, engagement
77 Non-judgemental and neutral listening and presence
78 Building Trust quickly, Strong Contracting, Powerful Q's and Action/Accountability
79 listening
80 pleasant
81 Active Listening
82 trust, structure, challenge, humour
83 Experience in my field & excellent communication oral & written skills
84 belief in others
85 holding the space for the client
86 Rapport, awareness, holding the space
87 Don't know.
88 excellent deep listener

34. What is your greatest opportunity for improvement as a coach? (again, as brief as possible please - preferably between 5-10 words)

	Responses	Percent
Responses: 	88	100%
Total Responded to this question:	88	86.27%
Total who skipped this question:	14	13.73%
Total:	102	100%

Graph/Chart function not relevant for this question type.

34. What is your greatest opportunity for improvement as a coach? (again, as brief as possible please - preferably between 5-10 words)

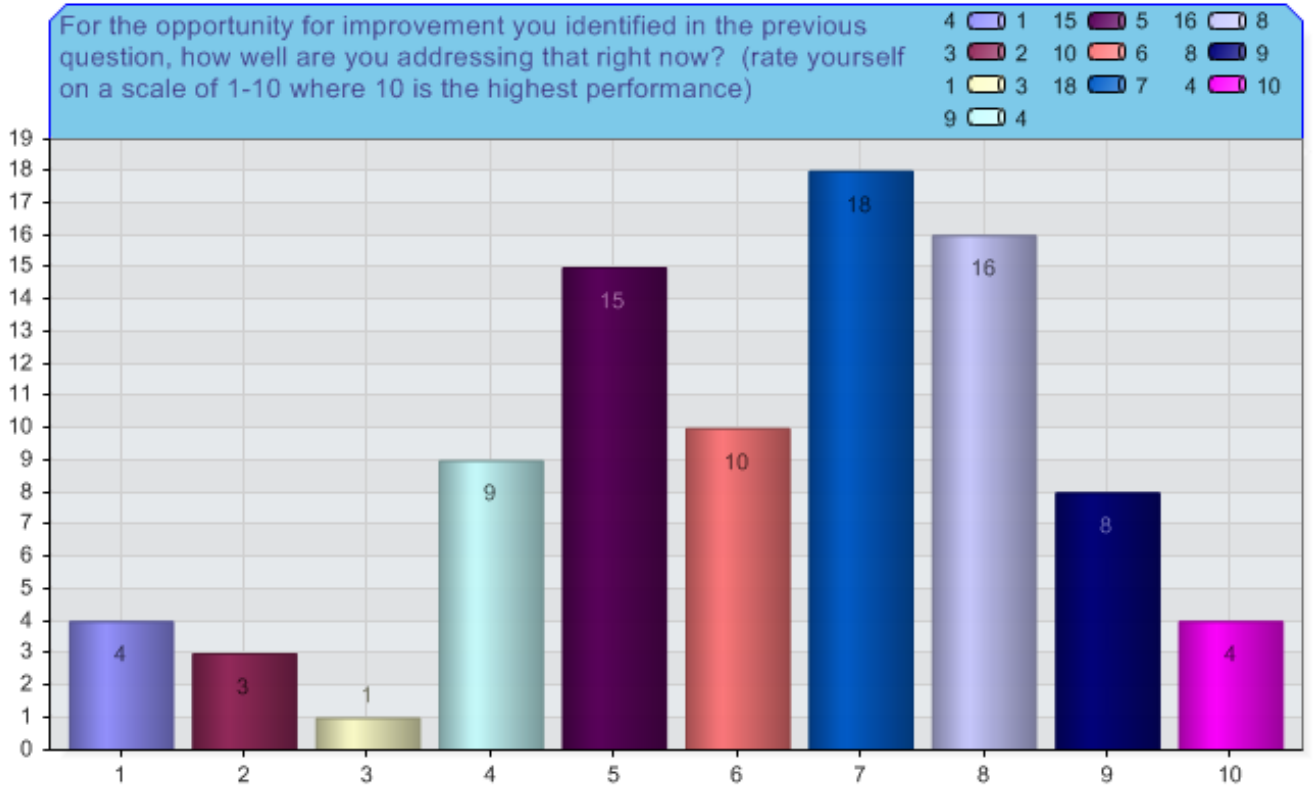
Response	Response Text
1	Have my clients do more pre-work
2	mentoring
3	organising my life
4	marketing
5	asking questions
6	Business development
7	Beware of 'teaching' - focus on questioning
8	skills
9	organizational application of tools and concepts
10	Improve every coach session
11	honoring my committments timely
12	Laser questioning
13	Advertising, and putting myself out there. I need Visibility.
14	Belief in self
15	Discipline, structure, and focus
16	deepening understanding of enneagram, emergenetics and AI
17	confidence in self
18	using structured coaching tools.
19	Awareness of what I know
20	Being connected and empowered by life coaches
21	Coaching more clients
22	Applying more creativity to my coaching
23	wider client base
24	Being connected and empowered through life coaches
25	To say less
26	Continuous practising of my craft
27	marketing my services more on purpose
28	sticking to the initial plan- I like improvising
29	Availability of coaching resources
30	Asking more and discipline to follow up
31	This will continue everyday with every client
32	clients
33	Stop coaching and lead business
34	over identifying with the client
35	personal sale
36	I am taking a formal course in Positive Psychology
37	Shut up more.
38	listening, intuition, meditation, visualisation
39	Getting to use my skills in young lives.
40	Personal growth and development
41	Business related

42 Less advice giving and more questioning
43 Fine-tuning training program to address adult learning styles.
44 Enhanced questioning skills
45 strategic vies
46 cutting to the chase
47 listening
48 have more clients and build my business.
49 Believing in myself more
50 Growth
51 to further develop people and innovation
52 Marketing and selling
53 I'm at the top of my game these days...
54 structure
55 Continual learning to fine tune my skills
56 I don't do coaching anymore
57 Organisation
58 listening
59 Presence
60 Making time for new learning
61 paused more
62 assertivity
63 making more space for my spiritual possibilities
64 Opportunity
65 always remaining in the present
66 Skills and continued learning
67 through supervision, recompose what has happened
68 learning a little at least from everyone
69 Ensuring coachee action
70 Use of more tools
71 practice, listening at 101%, take supervisor
72 Listening, not having to deliver anything, no prestige
73 biz dev
74 using more tools
75 be more challenging and incorporate more accountability
76 practice what I preach
77 More summarising and outcome focus
78 Sticking to the Coaching Plan and honouring the contract
79 tools, tecniques
80 self-esteem
81 more experience, greater use of somatic interventions
82 improve my health + explore further analytical theories (Freud, Jung, Reich, Ferenczi ...)
83 Increasing confidence level
84 practice
85 new ideas and a sense of community stay excited by coaching
86 More coaching work!
87 Lovingly holding clients' feet to the fire.
88 time management



35. For the opportunity for improvement you identified in the previous question, how well are you addressing that right now? (rate yourself on a scale of 1-10 where 10 is the highest performance)

	Responses	Percent
1:	4	4.55%
2:	3	3.41%
3:	1	1.14%
4:	9	10.23%
5:	15	17.05%
6:	10	11.36%
7:	18	20.45%
8:	16	18.18%
9:	8	9.09%
10:	4	4.55%
Total Responded to this question:		88 86.27%
Total who skipped this question:		14 13.73%
Total:		102 100%

Statistics
 8.5 Median
 1 Min
 18 Max



36. Have you "come out" as a coach yet? Meaning, do you family, friends, colleagues and others all know you're a coach?

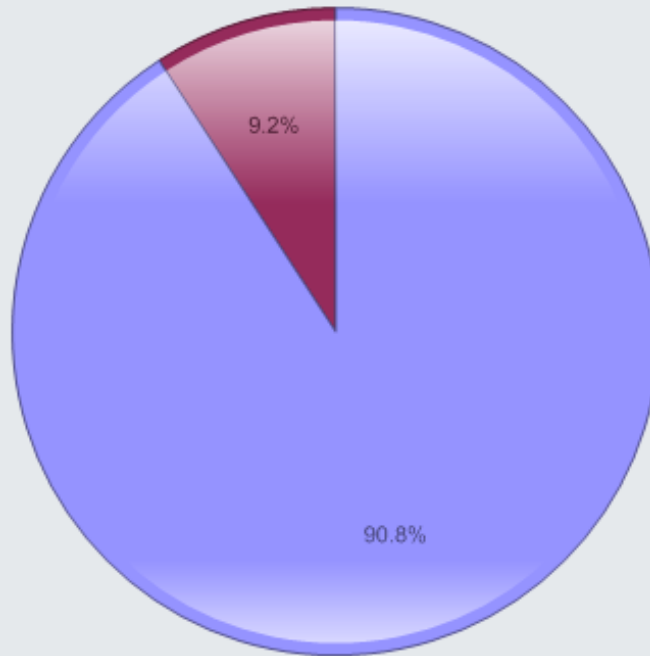
	Responses	Percent
Yes: 	79	90.8%
No: 	8	9.2%
Total Responded to this question:	87	85.29%
Total who skipped this question:	15	14.71%
Total:	102	100%

Have you "come out" as a coach yet? Meaning, do you family, friends, colleagues and others all know you're a coach?

79  Yes
8  No

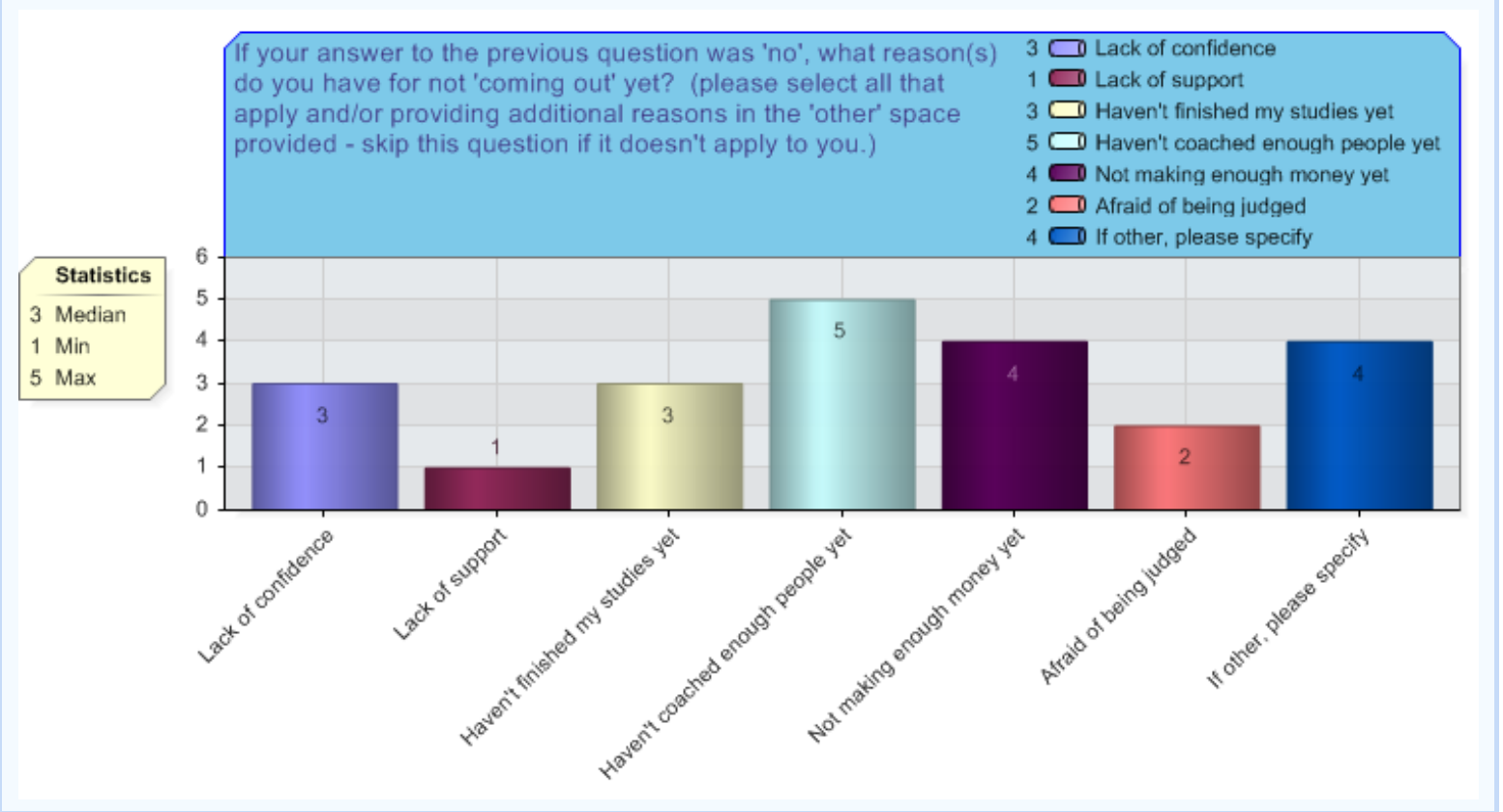
Statistics

8 Min
79 Max



37. If your answer to the previous question was 'no', what reason(s) do you have for not 'coming out' yet? (please select all that apply and/or providing additional reasons in the 'other' space provided - skip this question if it doesn't apply to you.)

	Responses	Percent
Lack of confidence:	3	30%
Lack of support:	1	10%
Haven't finished my studies yet:	3	30%
Haven't coached enough people yet:	5	50%
Not making enough money yet:	4	40%
Afraid of being judged:	2	20%
If other, please specify :	4	40%
Total Responded to this question:	10	9.8%
Total who skipped this question:	92	90.2%
Total:	102	100%

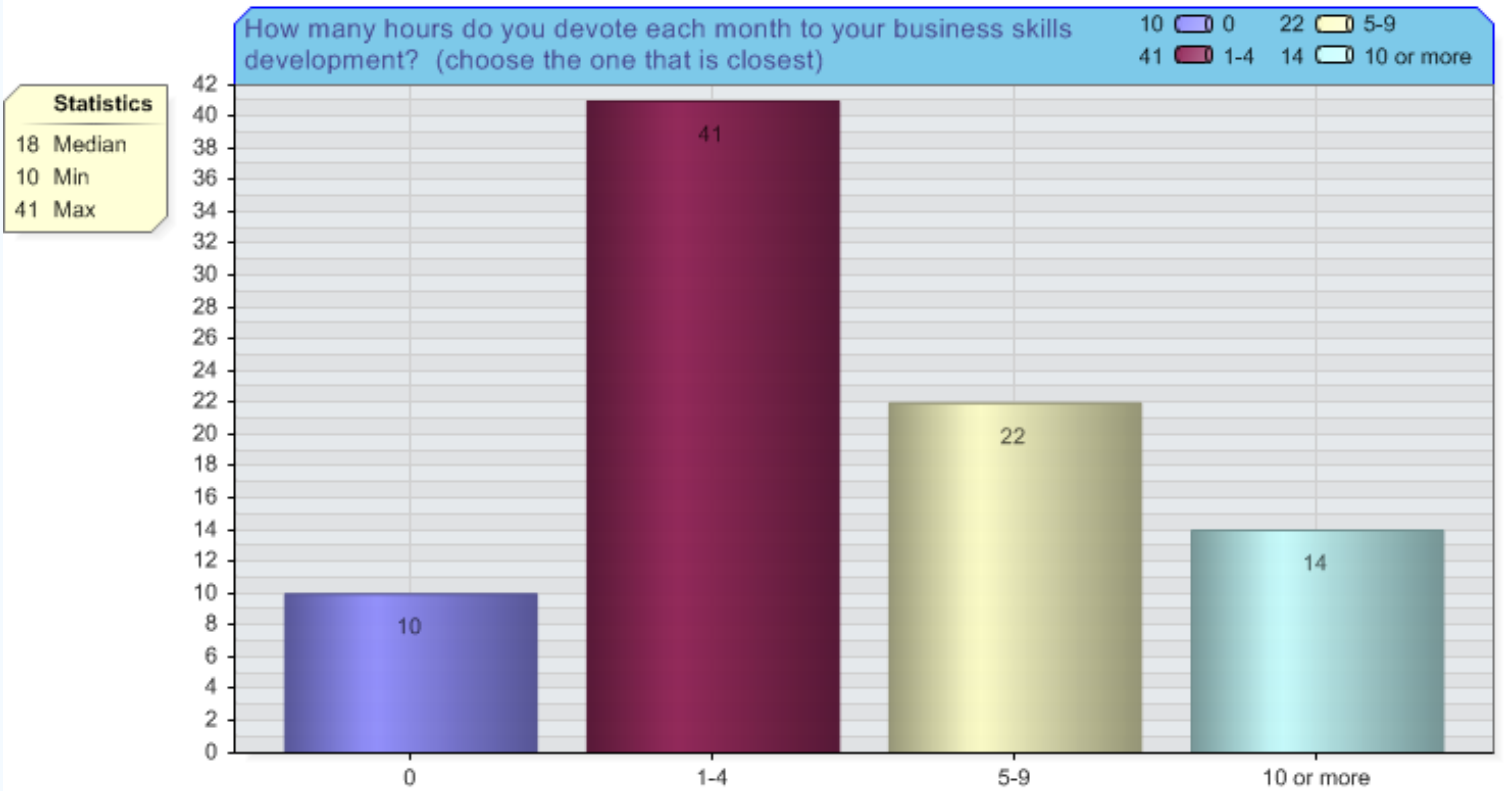


37. If your answer to the previous question was 'no', what reason(s) do you have for not 'coming out' yet? (please select all that apply and/or providing additional reasons in the 'other' space provided - skip this question if it doesn't apply to you.)



Response	Comments
1	Not my field of work
2	I'm not a good agent for myself.
3	Here I am a Registered Nurse/ CaseManager working in Drug Health of which I am competent in what I do. Now qualified as a trained counsellor it has been my lack of confidence which has prevented me from moving forward. This year I am stepping out into a private practice.
4	Here I need to say I am a counsellor not a coach . At present I work in Drug Health as a Registered Nurse/ Case Manager .

38. How many hours do you devote each month to your business skills development? (choose the one that is closest)

	Responses	Percent
0:	10	11.49%
1-4:	41	47.13%
5-9:	22	25.29%
10 or more:	14	16.09%
Total Responded to this question:		87 85.29%
Total who skipped this question:		15 14.71%
Total:		102 100%

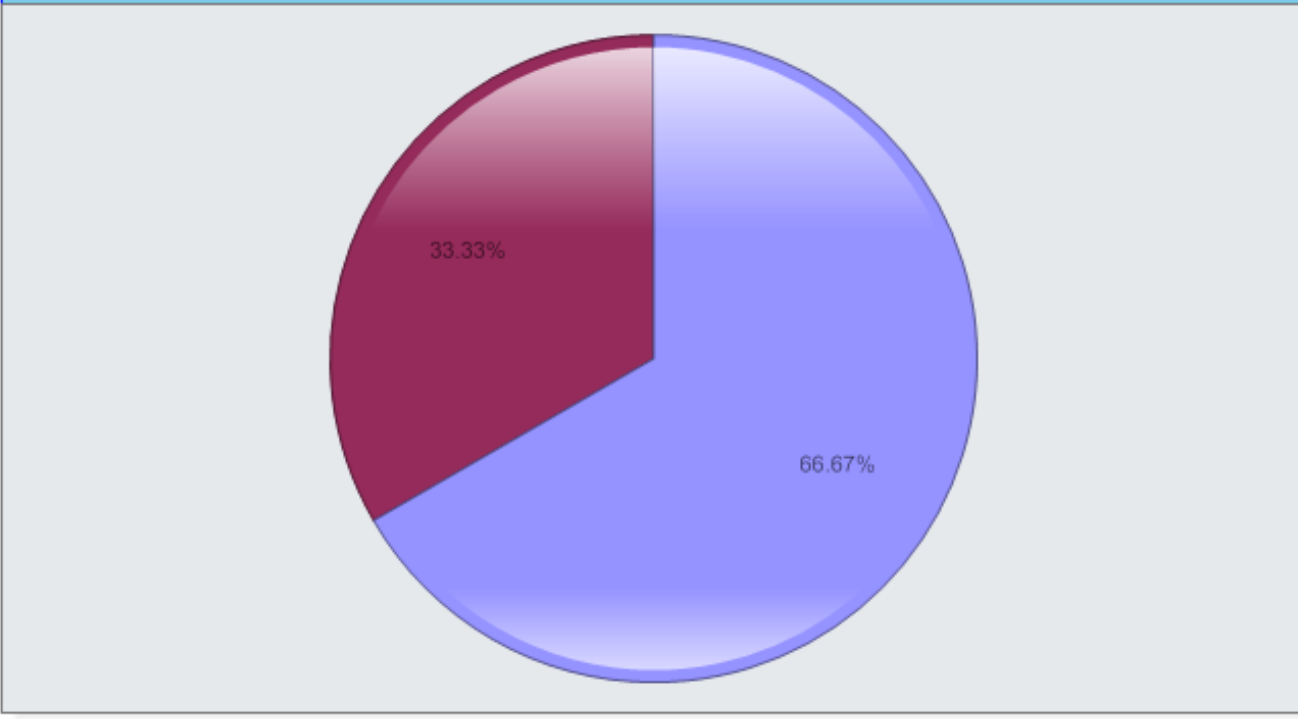


39. Regarding your answer to the amount of time devoted to your business skill development, is the amount of time "good enough" for you at this time?

	Responses	Percent
Yes: 	58	66.67%
No: 	29	33.33%
Total Responded to this question:	87	85.29%
Total who skipped this question:	15	14.71%
Total:	102	100%

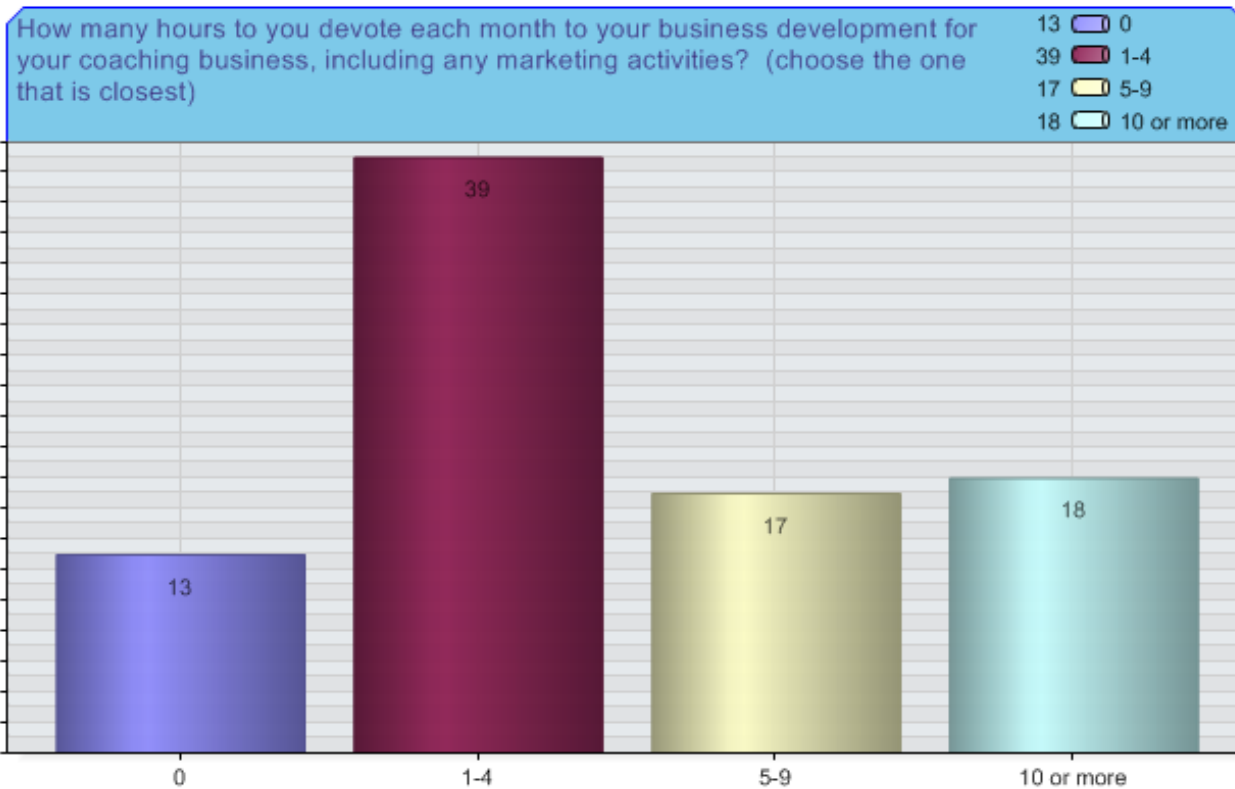
Regarding your answer to the amount of time devoted to your business skill development, is the amount of time "good enough" for you at this time? 58 Yes 29 No

Statistics
29 Min
58 Max

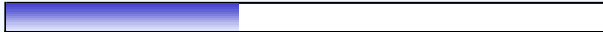



40. How many hours to you devote each month to your business development for your coaching business, including any marketing activities? (choose the one that is closest)

	Responses	Percent
0:	13	14.94%
1-4:	39	44.83%
5-9:	17	19.54%
10 or more:	18	20.69%
Total Responded to this question:		87 85.29%
Total who skipped this question:		15 14.71%
Total:		102 100%



41. Regarding your answer to the amount of time devoted to your business development and marketing, is the amount of time "good enough" for your business at this time?

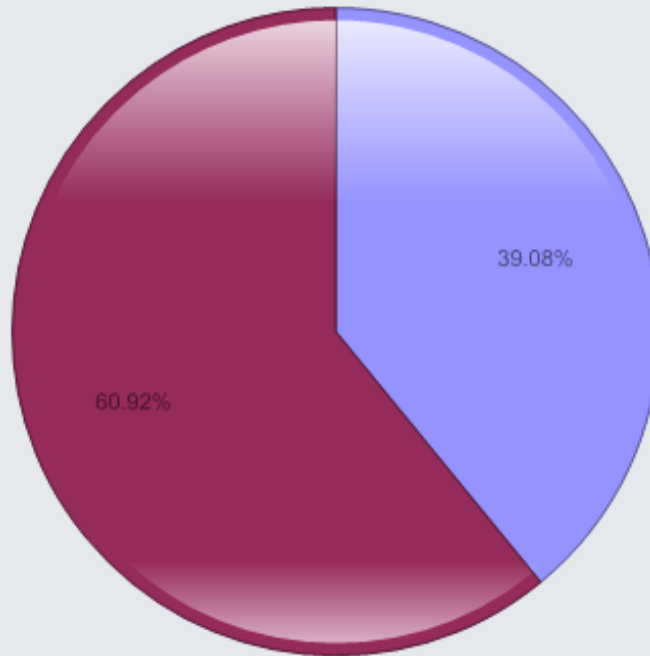
	Responses	Percent
Yes: 	34	39.08%
No: 	53	60.92%
Total Responded to this question:	87	85.29%
Total who skipped this question:	15	14.71%
Total:	102	100%

Regarding your answer to the amount of time devoted to your business development and marketing, is the amount of time "good enough" for your business at this time?

34  Yes
53  No

Statistics

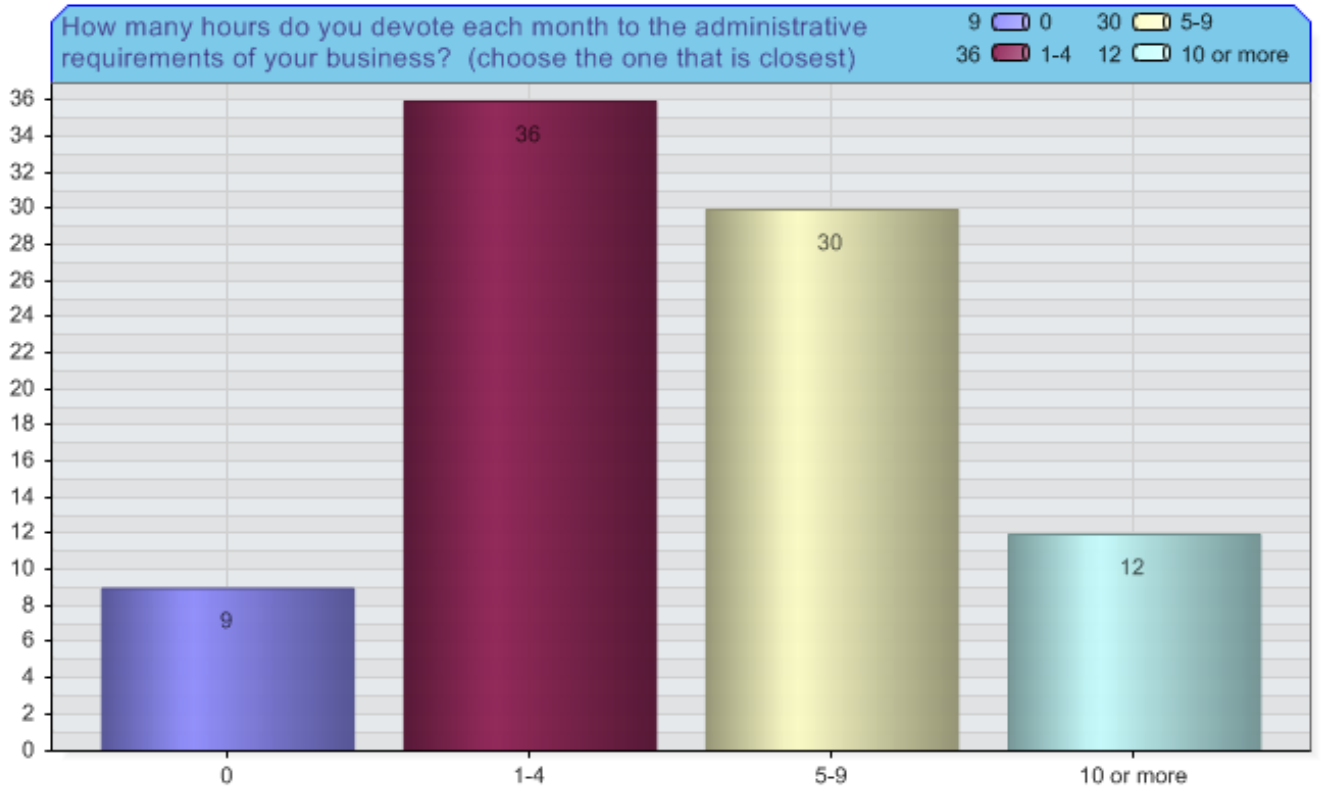
34 Min
53 Max





42. How many hours do you devote each month to the administrative requirements of your business? (choose the one that is closest)

	Responses	Percent
0:	9	10.34%
1-4:	36	41.38%
5-9:	30	34.48%
10 or more:	12	13.79%
Total Responded to this question:		87 85.29%
Total who skipped this question:		15 14.71%
Total:		102 100%

Statistics	
21	Median
9	Min
36	Max

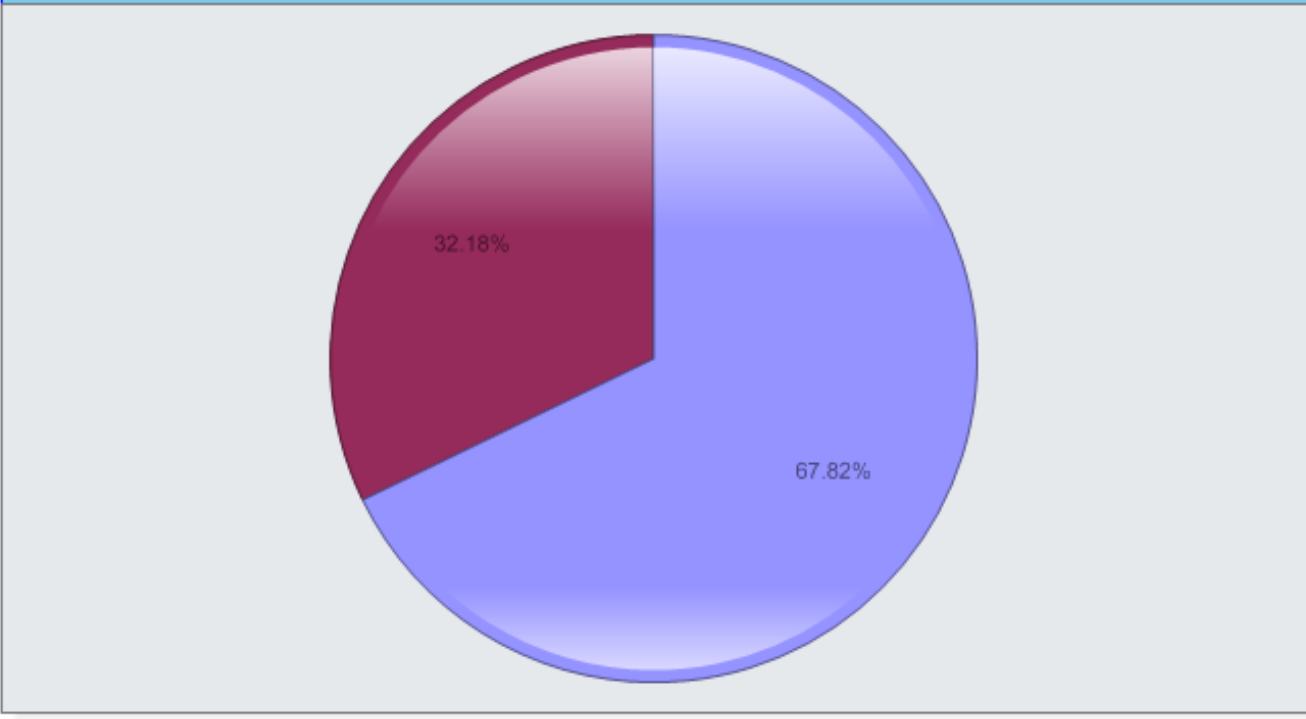


43. Regarding your answer to the amount of time devoted to your administrative requirements, is the amount of time "good enough" for you at this time?

	Responses	Percent
Yes: 	59	67.82%
No: 	28	32.18%
Total Responded to this question:	87	85.29%
Total who skipped this question:	15	14.71%
Total:	102	100%

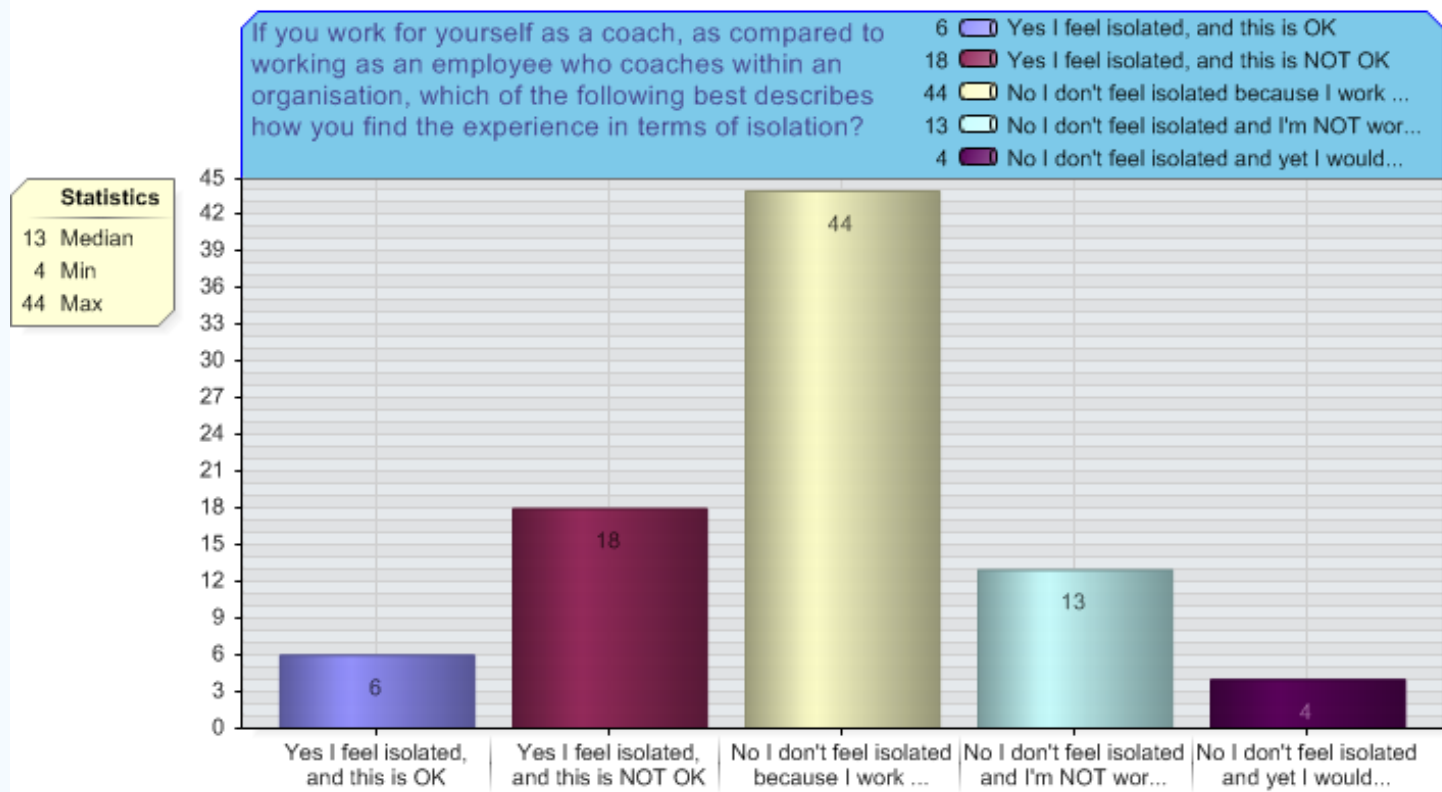
Regarding your answer to the amount of time devoted to your administrative requirements, is the amount of time "good enough" for you at this time? 59 Yes 28 No

Statistics
28 Min
59 Max



44. If you work for yourself as a coach, as compared to working as an employee who coaches within an organisation, which of the following best describes how you find the experience in terms of isolation?

	Responses	Percent
Yes I feel isolated, and this is OK:	6	7.06%
Yes I feel isolated, and this is NOT OK:	18	21.18%
No I don't feel isolated because I work in collaboration with other groups / organisations / coaches:	44	51.76%
No I don't feel isolated and I'm NOT working with a group and this is OK:	13	15.29%
No I don't feel isolated and yet I would prefer to be working with a group:	4	4.71%
Total Responded to this question:		85 83.33%
Total who skipped this question:		17 16.67%
Total:		102 100%



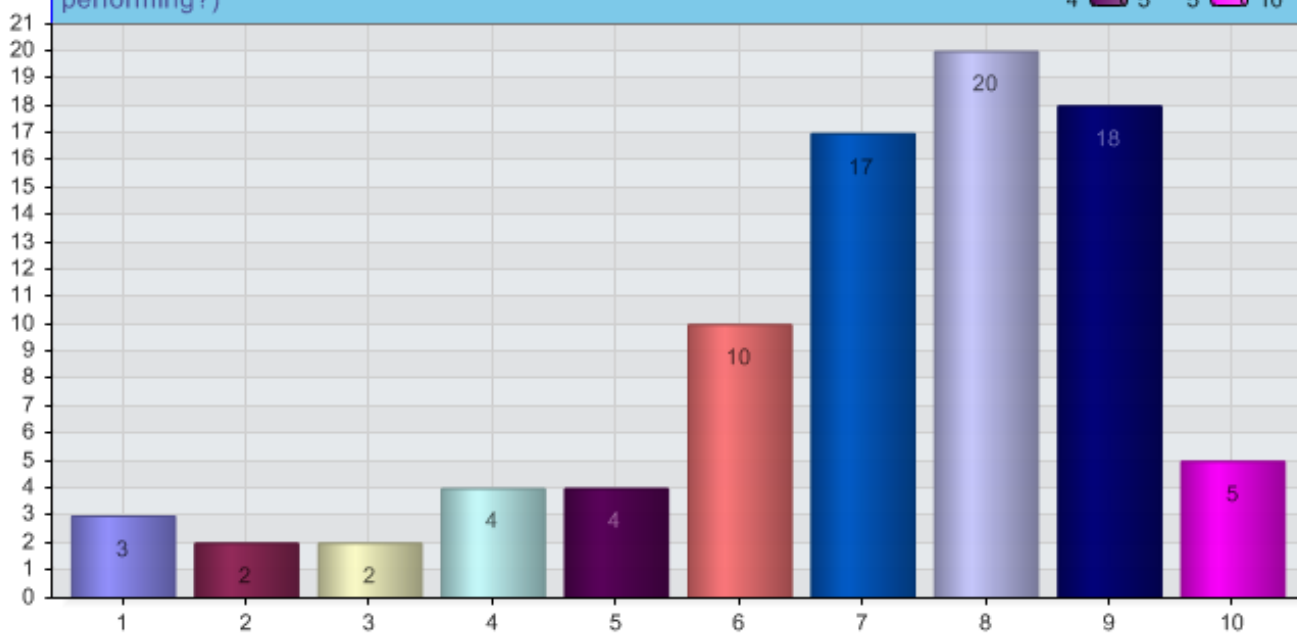
45. On a scale of 1-10 where 10 is the highest, how confident are you in your abilities as a business owner? (If you work as an internal coach within an organisation, how confident are you at managing your professional services internally and other behaviours similar to what a business owner would be performing?)

	Responses	Percent
1:	3	3.53%
2:	2	2.35%
3:	2	2.35%
4:	4	4.71%
5:	4	4.71%
6:	10	11.76%
7:	17	20%
8:	20	23.53%
9:	18	21.18%
10:	5	5.88%
Total Responded to this question:		85 83.33%
Total who skipped this question:		17 16.67%
Total:		102 100%

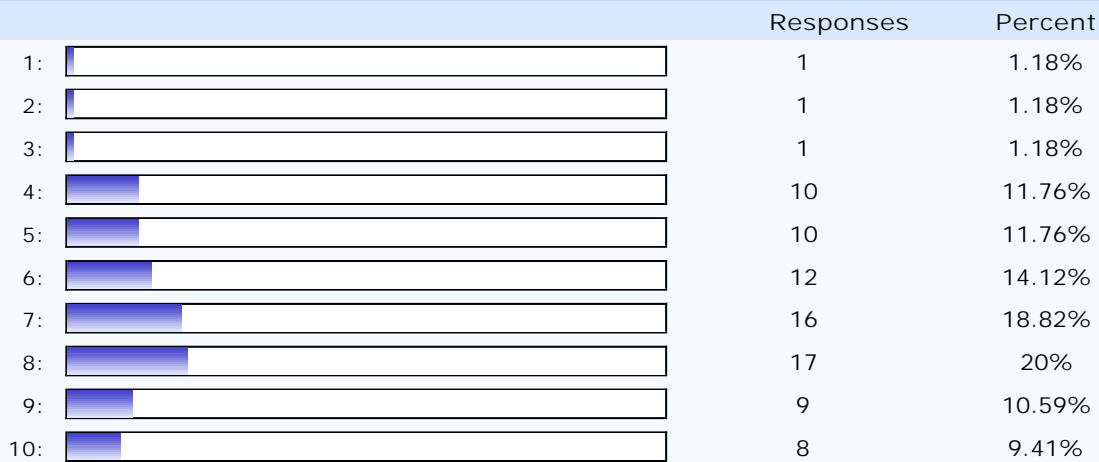
On a scale of 1-10 where 10 is the highest, how confident are you in your abilities as a business owner? (If you work as an internal coach within an organisation, how confident are you at managing your professional services internally and other behaviours similar to what a business owner would be performing?)

3	1	10	6
2	2	17	7
2	3	20	8
4	4	18	9
4	5	5	10

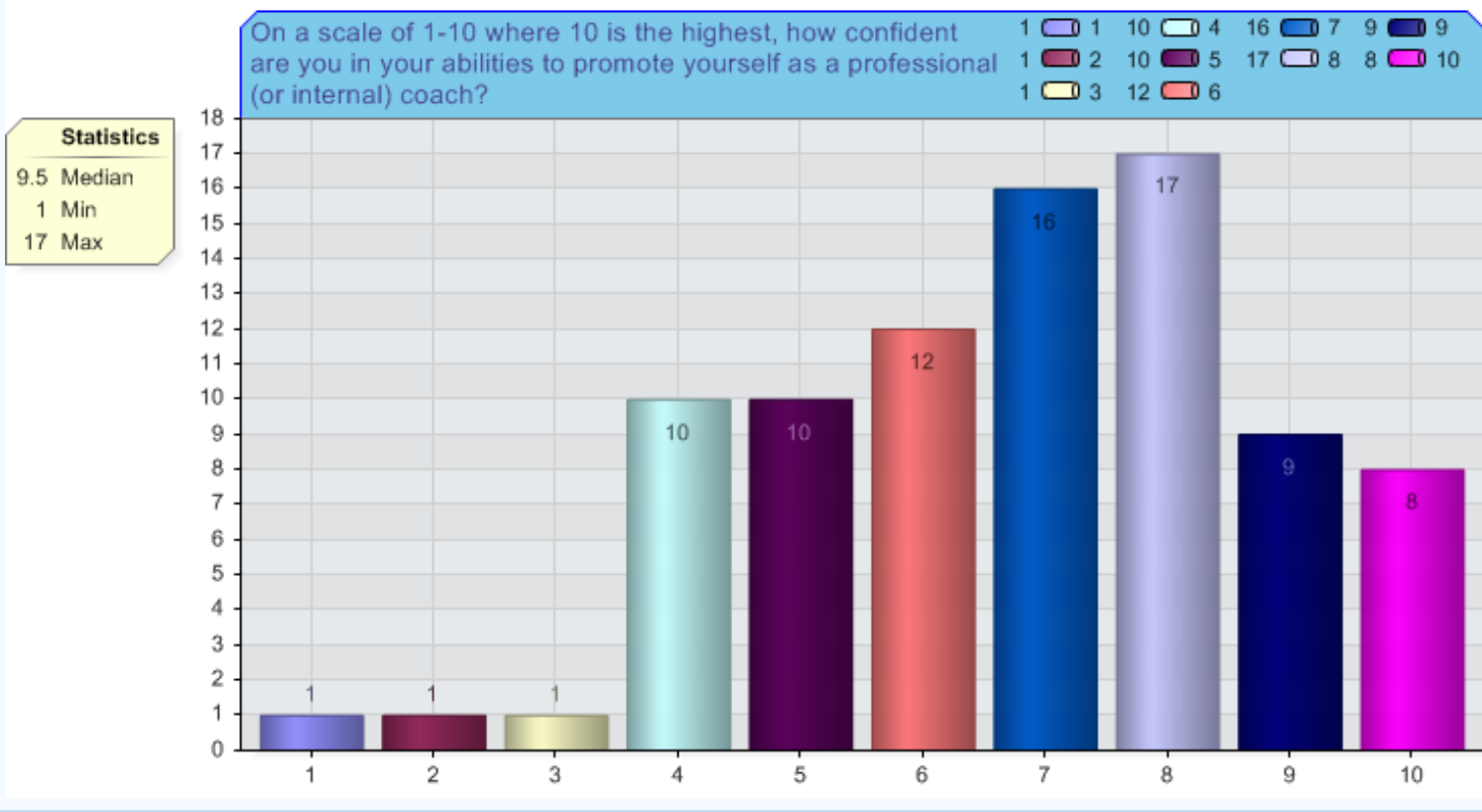
Statistics
4.5 Median
2 Min
20 Max




46. On a scale of 1-10 where 10 is the highest, how confident are you in your abilities to promote yourself as a professional (or internal) coach?



Total Responded to this question: 85 83.33%
 Total who skipped this question: 17 16.67%
 Total: 102 100%



47. What is your greatest strength as a business owner? (please keep your answer to 5-10 words)

	Responses	Percent
Responses: 	85	100%
Total Responded to this question:	85	83.33%
Total who skipped this question:	17	16.67%
Total:	102	100%


Graph/Chart function not relevant for this question type.

47. What is your greatest strength as a business owner? (please keep your answer to 5-10 words)

Response	Response Text
1	My organisation skills
2	experience
3	experience and knowledge
4	Innovation
5	Clear vision and tenacious persistence
6	Diligence, wisdom, very organised and responsive
7	n/a
8	responsiveness
9	Structure
10	enjoying the ability to work for myself and what it brings
11	Attention to detail
12	I can do anything except represent myself.
13	Discipline
14	Experience -- I've been self-employed for more than 10 years
15	former commercial banker with wide range of knowledge of many business models and industries.
16	being organised
17	identifying opportunities - capacity for churning out work
18	Experience in life/business
19	Being Relatable
20	Can't think of one
21	Extensive personal and business experience to use to help my clients
22	ambitious
23	Being Relatable
24	Organisation
25	I have clear goals
26	flexible, versatile, broadminded, adaptable,well connected
27	network
28	Long experience
29	I know how to surround myself
30	Ability to learn and apply new skills quickly
31	collaboration
32	Strogn vision
33	knowledgeable about many business environments
34	customer focus
35	time management
36	No cashflow worries.
37	longterm realtions
38	Project Management and Business Administration/Processes
39	Planning, development, administration, delivery
40	haven't found it yet
41	Flexibility and tenacity

42 Comprehension of client company issues, concerns
43 Focus and commitment
44 networking
45 financial expertise
46 flexibility
47 that i am looking to learn how to be a business owner.
48 Organised
49 Passion
50 integrity, innovation and perseverance
51 Ethical practice
52 That I track the numbers and know all my costs and what I'm really making
53 boutique coaching
54 Integrity, honesty respect to others in my team
55 accountability
56 My financial stability, owning my home and office.
57 clarity about the actual situation
58 Integrity
59 Pragmatic. Credible.
60 intuition
61 I work a lot
62 more and more showing myself to the world
63 Being well organised
64 Organisational skills
65 i like it
66 repeat business
67 willingness to work long and hard
68 passionate, credibility
69 Good order, delivering on time, trustworthy
70 persistence
71 accounting, organization
72 Financial management
73 focus on the core business
74 Good business awareness and analytical skills
75 Achievement Drive and Focused Energy
76 the focus on quality
77 perseverance
78 strong organizational skills
79 focused
80 Not a business owner so I didn't want to answer questions #44 - #49 as they don't apply, but the survey required it.
The data is invalid as the correct choice for these questions would be "N/A"
81 organised
82 creativity
83 Experience and flexibility
84 Desire
85 strong business background

48. What is your greatest opportunity for improvement as a business owner? (please keep to 5-10 words)

	Responses	Percent
Responses: 	85	100%
Total Responded to this question:	85	83.33%
Total who skipped this question:	17	16.67%
Total:	102	100%











Graph/Chart function not relevant for this question type.

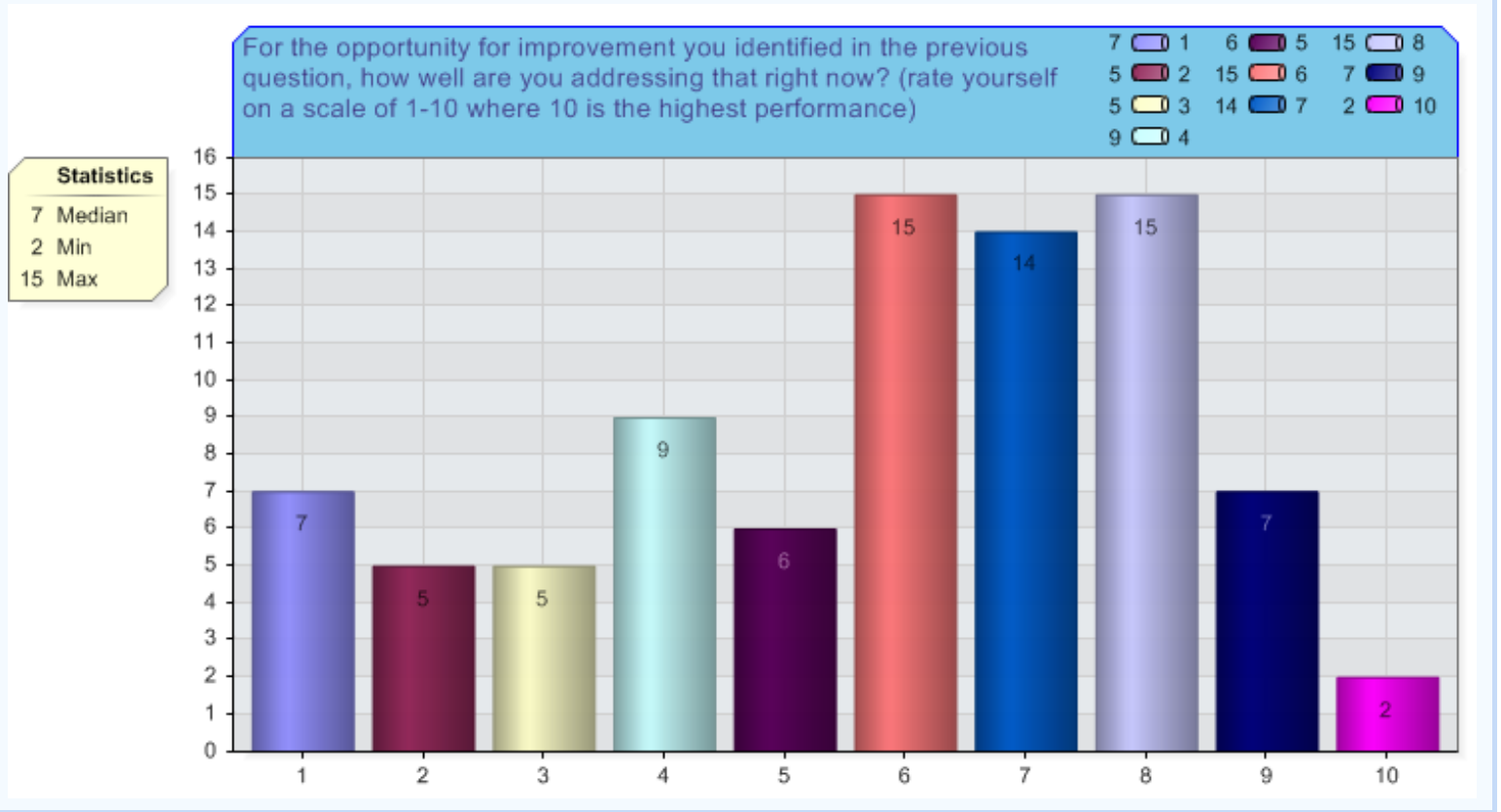
48. What is your greatest opportunity for improvement as a business owner? (please keep to 5-10 words)

Response	Response Text
1	Hire an assistant / outsource more
2	mentoring
3	leveraging
4	Marketing
5	Probably a matter of time balance
6	Making more money!! (it's happening this year - I can feel it)
7	n/a
8	internet presence
9	Growing
10	the administrative stuff
11	Marketing my services
12	I need to get an agent.
13	Courage
14	Sales & Marketing, especially in the private sector
15	contracting for support staff/services.
16	confidence in self
17	organisation/structure/systematisation/follow up
18	Marketing
19	Through Life coaching learning all that is required.
20	Deciding on Target Market
21	Marketing and making use of the web
22	promotion and planning
23	Learning all I can through Life Coaching
24	Financial management
25	to go out and promote myself more
26	Create more effective affiliate programs
27	financial management
28	Public Awareness of coaching benefits
29	Taking my business to next level
30	Focus on marketing over administration
31	more partners
32	Financial management
33	marketing/professional image
34	promote myself
35	creative marketing strategies
36	Earning more money.
37	selling myself
38	It is not a model that I am interested in.
39	Business development
40	making it a priority
41	Using experts to do what I can't

42 Increase amount of writing I do
43 Focus
44 strategy
45 broadening business service
46 attention to the small things
47 to work at developing a business within MyLifeCompass at the present time.
48 Business development
49 Online business
50 to develop people and innovative products
51 Marketing and selling
52 I'm quite content right now
53 organization
54 Learn and articulate the language of my clients
55 create a global presence
56 Marketing
57 I dont know
58 Marketing communications
59 Exploit existing and past business relationships
60 put it into actions
61 to delegate my administration
62 making work of my writing skills
63 Having greater selfconfidence
64 Tax concerns/sales
65 being a coach for myself
66 tougher approx to new clients
67 developing a marketing strategy
68 build up a vison
69 Selling
70 consistency
71 knowledge
72 Business development and sales
73 improve business focus
74 Identifying my niche and marketing my business
75 Change track quicker and become more longer term in Planning (5-10 years)
76 market share and visibility
77 determination
78 strategic planning
79 Maybe develop more management training programs ? In that case hire a secretary ?
80 Does not apply
81 start one
82 marketing
83 Marketing, ability to "cold call"
84 Follow through and asking for the commitment.
85 development and marketing

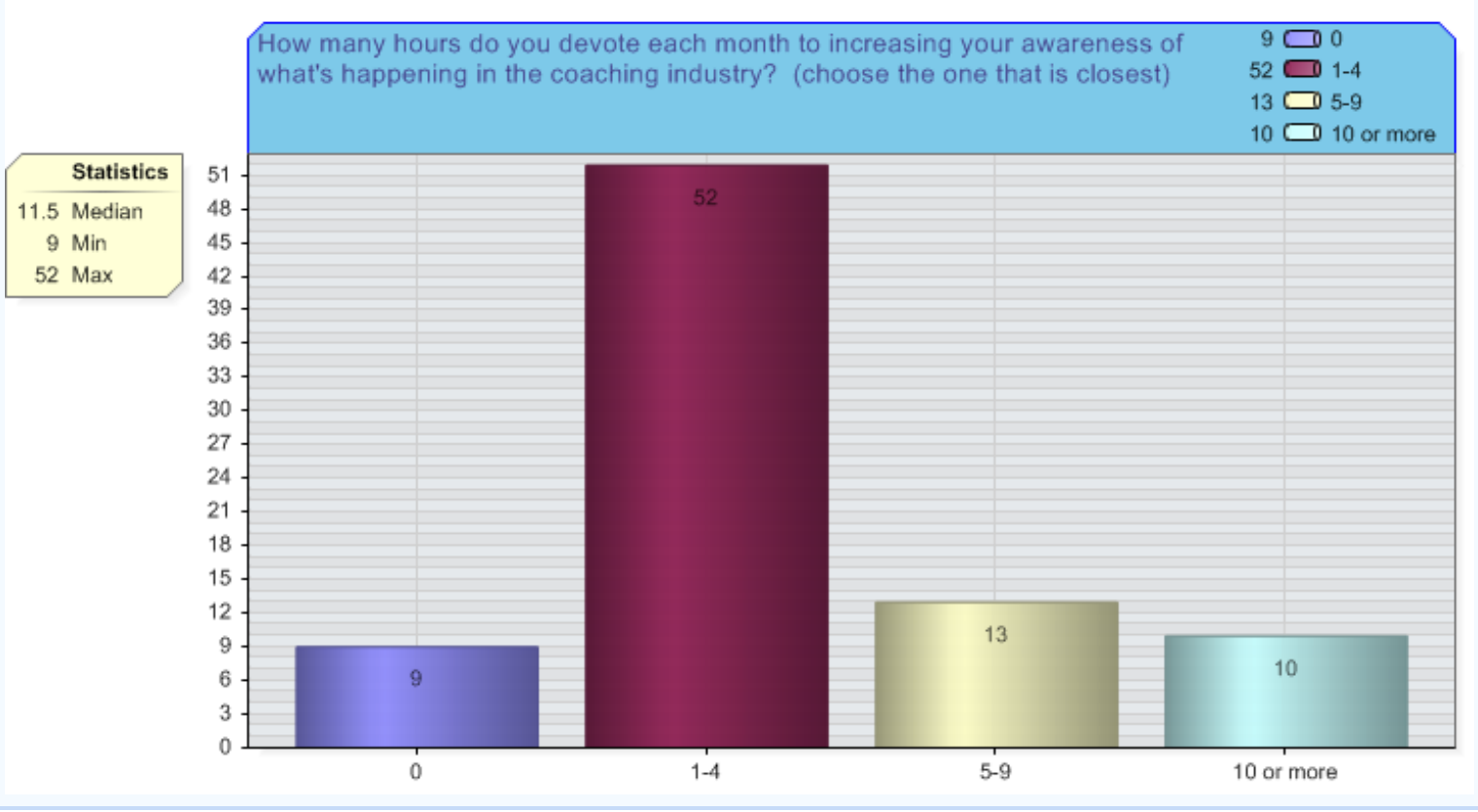
49. For the opportunity for improvement you identified in the previous question, how well are you addressing that right now? (rate yourself on a scale of 1-10 where 10 is the highest performance)

	Responses	Percent
1: 	7	8.24%
2: 	5	5.88%
3: 	5	5.88%
4: 	9	10.59%
5: 	6	7.06%
6: 	15	17.65%
7: 	14	16.47%
8: 	15	17.65%
9: 	7	8.24%
10: 	2	2.35%
Total Responded to this question:		85 83.33%
Total who skipped this question:		17 16.67%
Total:		102 100%





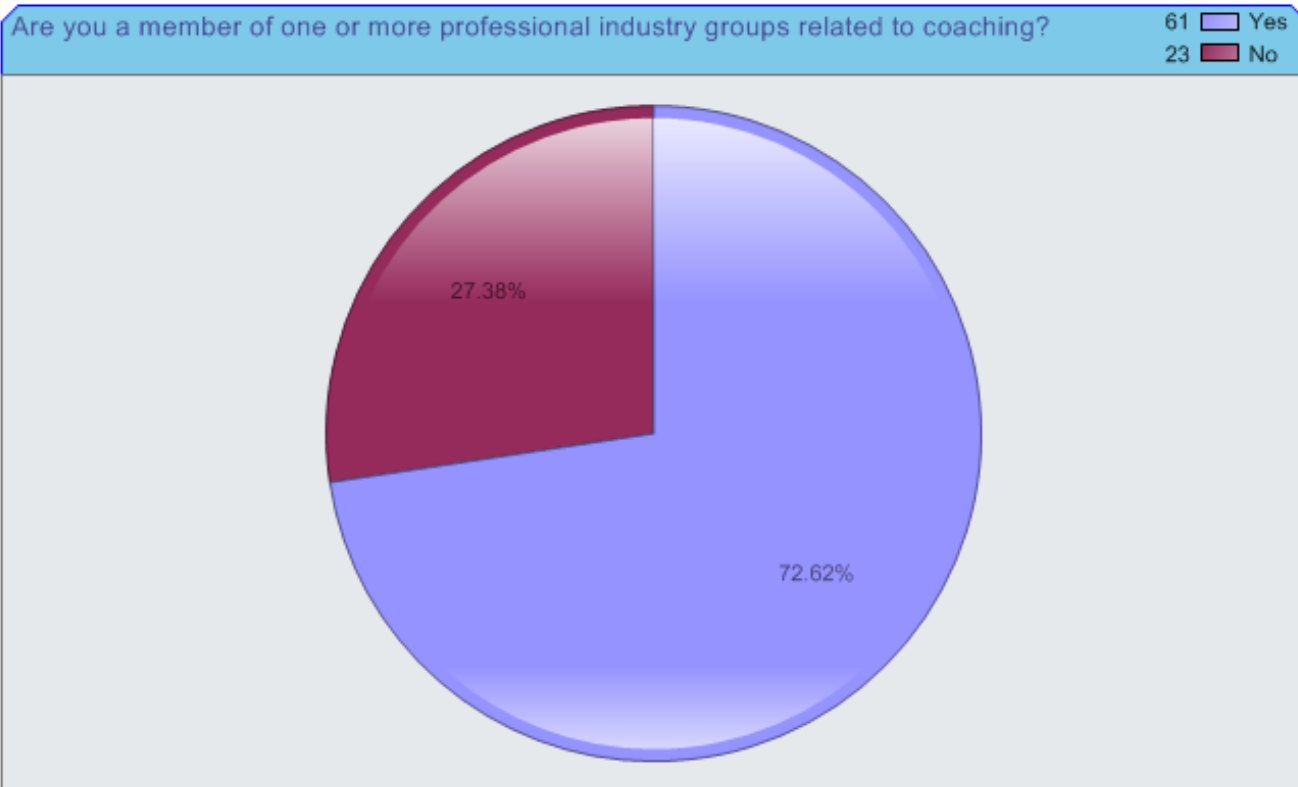
50. How many hours do you devote each month to increasing your awareness of what's happening in the coaching industry? (choose the one that is closest)

	Responses	Percent
0:	9	10.71%
1-4:	52	61.9%
5-9:	13	15.48%
10 or more:	10	11.9%
Total Responded to this question:		84 82.35%
Total who skipped this question:		18 17.65%
Total:		102 100%



51. Are you a member of one or more professional industry groups related to coaching?

	Responses	Percent
Yes: 	61	72.62%
No: 	23	27.38%
Total Responded to this question:	84	82.35%
Total who skipped this question:	18	17.65%
Total:	102	100%




Statistics

23 Min

61 Max

52. If so, which ones? (please list those you want to in the space below)

	Responses	Percent
Responses: 	61	100%
Total Responded to this question:	61	59.8%
Total who skipped this question:	41	40.2%
Total:	102	100%

Graph/Chart function not relevant for this question type.


52. If so, which ones? (please list those you want to in the space below)

Response Response Text

- 1 ICF IAC IIC ANZIC APAC
- 2 ICF MAUS Results Coaching Systems
- 3 ICF
- 4 International Coach Federation
- 5 ICF CTI Network
- 6 International Coaching Federation
- 7 ICF
- 8 Coaching Alliance, Ireland ICF
- 9 I've become disillusioned with both ICF and PCMA. They both seem to be dominated by a elite that is more concerned with self-promotion than in my development or success.
- 10 ANZICoaching ICF On mailing lists of many coaching institutes
- 11 ICFA
- 12 I am a member of the Australian Counsellors Association
- 13 Coachville, IAC, ANZ,AICS,
- 14 ANZI Coaching Masters of Business Coaching Study Group Cohort
- 15 In relation to my field of work I am a member of Sydney South West Area Health Service, Catholic Care, Australian Counsellors Association and High Ideals
- 16 The Coaching Institute
- 17 ICF Turkey chapter
- 18 Results Coaching Systems
- 19 Coach training organisation ICF ICF - Québec ICF - France WABC ACTO
- 20 IAC
- 21 IAC ICF
- 22 USCMA ICF Praesta
- 23 ICF CIPD Henley coaching group
- 24 ICC
- 25 ICF, Newfield
- 26 IAC ICF ICCO Institute of Coaching
- 27 I am currently a member of IIC (ECF) and keep in contact with ANZI with plans to move to their membership rather than an international body. I am a member of High Ideals that is made up on alot of coachings. I also subscribe to alot of newsletters such as Morning Coach, Shift Speaker Training, Happiness Inst., Michael Grose - Happy kids, Get Organised Now, and the Penn LPS newsletter.
- 28 ICF, EMCC, Coaching Alliance (Ireland)
- 29 North Texas ICF
- 30 International Coach Federation (member) Chartered Institute of Personnel and Development (Fellow) Institute of Training and Occupational Learning (Fellow)
- 31 International Coach Federation American Psychological Association - Consulting Psychology Division
- 32 ICF
- 33 ICF NPCA (Nevada Profession Coaches Association)
- 34 ICF Coachville Coach Network
- 35 ICF
- 36 ICF country representative ICCO IAC
- 37 ANZIC

38 ICF Spanish
39 ICF an SRC (Swiss Society of Coaching)
40 ICF
41 ICF
42 Association for coaching (UK) ICF
43 icf global and icf chapter
44 ICF EAC
45 ICF, HeartMath
46 ICF High Ideals
47 ICF FRANCE
48 ICF
49 ICF, ICF Italy
50 ICF
51 ICF
52 ICF Association for Coaching
53 I.C.F. ICAN (Irish Coaching Alliance Network)
54 ICF
55 ICF
56 ICF LKB Network
57 ICF
58 ICF CIPD Training Zone Learning Practitioners Association ANLP
59 ICF
60 ICF
61 ICF ORSC

53. Who do you consider to be "the leaders" of the coaching industry? We're NOT defining "the leaders" here on purpose, leaving it open to see what you supply. There are various people in the coaching world who are referred to as "leaders" either by themselves or by others. We want to know who you identify as the leaders.

	Responses	Percent
Responses: 	56	100%
Total Responded to this question:	56	54.9%
Total who skipped this question:	46	45.1%
Total:	102	100%

Graph/Chart function not relevant for this question type.

53. Who do you consider to be "the leaders" of the coaching industry? We're NOT defining "the leaders" here on purpose, leaving it open to see what you supply. There are various people in the coaching world who are referred to as "leaders" either by themselves or by others. We want to know who you identify as the leaders.

Response Response Text

- 1 Allan Parker Noel Posus Ruth Ann Harnisch / The Foundation of Coaching Sir John Whitmore Patrick Williams Sally Parrish the late Thomas Leonard David Rock Josie McLean ICF IAC Rey Carr Tony Grant Michael Cavanaugh GCC
- 2 Unsure
- 3 haven't really analysed it or looked for it. Maybe I should
- 4 ?? We are connected to a range of national and international contacts, both Christian and secular
- 5 For me it's spiritual teachers and evolutionary teachers - that's the deep structure that informs my coaching. So Eckhart Tolle, Marianne Williamson, Ken Wilber. Also Robert Fritz who teaches the creative process.
- 6 ICF Coaching schools of good standing
- 7 ICF
- 8 Pamela Ricarde Giovanna D'Alessio Diane Brennen Karen Tweedie
- 9 I don't know
- 10 Sir John Whitmore Peter Bluckert
- 11 Leaders of the industry, to me, include James Flaherty, Bob Dunham, Ken Wilber, and on a less personal level, the Newfield Network, Integral Coach Canada, Hudson Institute, and Georgetown University.
- 12 Noel Posus is the only TRUE leader - the other 'so called' leaders are all full of their own self importance and contribute nothing to the industry just out of professional and social gratitude - paying it forward. (Not blowing smoke up your arse Noel!) ;)
- 13 Here I would say Noel Posus Honary Life coach of the Year for 2008 Carol Mc Gowan my life coach who is currently undergoing her masters in Business Coaching. Here both of these people display exemplary gifts of which I would do well to emulate. They are an inspiration to all those they encounter and I am blessed in not only being associated with them, being connected through an organization such as High Ideals and knowing them personally.
- 14 Coachville,
- 15 Marshall Goldsmith, Peter Szabo, Averil Leimon, John Whitmore, Zeus and Skiffington, Noel Posus, Sally Parrish, Lady who runs Coaching Commons, Gary Collins, ICF and EMCC
- 16 Carol Mc Gowan - My life coach, Quality assurance Manager for High Ideals and at present undergoing her masters in coaching. Noel Posus - Director and Honary coach of the year for 2008. Director of operations for High Ideals,
- 17 NLP trainers , Chris Collingwood, Marvin Oka,
- 18 Marilyn Atkinson Tim Gallwey
- 19 I have looked for leaders and unfortunately have not come across any in Australia who were prepared to lead me in any way. The leaders I have found are in the IAC, as they have given me a network with whom to ensure I feel connected to other coaches, and that the reasons I became a coach are consistent with theirs.
- 20 Praesta International Sydney Uni INSEAD Uni A range of coaching organisations (commercial) ICF from an association perspective
- 21 varies depending on area of coaching. GAP for transformational coaching, Praesta/Penna for exec coaching, YSC for meaning then there are celebrity coaches like Laura Berman-Fortgang, Paul McKenna
- 22 I don't see any credible leaders of the industry. The industry is not cohesive and willing to be "led."
- 23 little bit disapointed now, can ´t give the name, but I find co-active coaching for Kimsey house as a very profound and complete system.
- 24 Those that have spent years studying and exploring all the different aspects so that those at follow can see possible roads maps that they could follow or make new pathways by being shown the landscape of the environment. Sometimes I feel that everyone is saying that I have to have may own business to be a Life Coach were I feel it can be utilised is so many more ways in conventional roles.
- 25 Robert Kegan of Harvard, US, Peter Bluckert of PB Coaching, UK
- 26 Practitioners - those that do it and not just write about it!

27 I consider myself (Laura Crawshaw, Ph.D.) a leader in the specialty practice of coaching abrasive leaders (in order to end workplace bullying).

28 ICF, Thomas Leonard

29 not sure

30 Not sure

31 those individuals & groups or organisations helping people to make a sustained difference in their live which in turn alllows those being coach to have to confidence to coach others

32 I do not identify any one person as a "leader." Rather I consider the leaders of ICF on the cutting edge of our industry. Through out my life I have considered professional organizations essential to the development of a profession. At this time in my life I do not have space to be active in an organization such as this but have considered volunteering at ICF in the future.

33 Dave Buck Terri Salenak David Rock

34 not sure!

35 The 'industry' is broad, but you Noel would be someone I see as an Australian leader. Then there are a bunch of others whom I choose not to name just now.

36 the training schools, esp. Newfield, Strozzi, CTI

37 people doing serious scientific investigation whose work validates that of the coaches in the real world

38 Those that have done the work on themselves, who understand coaching and have an all round balanced approach to the work we do. I havent found many of these people in this profession. There are many so called leaders, some of these have made me feel ashamed to be part of the coaching profession. Ive experienced coaches who havent got a clue about coaching or the philosophy of coaching. Noel Posus and Sir John Witmore would be two people who I see as leaders in the coaching industry.

39 Milana Lesinsky, Michael Port, Terri Lavine, David Buck, Thomas Leonard

40 No

41 ?

42 International Stephen Cofy

43 ICF High Ideals Project Balance Yourself ANZIC Coaching commons

44 i don't know much about other markets. On the french market, Transformance seems to be a leader

45 I feel that several of the so called leaders in the industry have over complicated the " Real live coaching".

46 Marshall Goldsmith

47 I do not know exactly...

48 successful entrepreneurs who make more than 50% of their income from coaching

49 Tony Grant Noel Posus

50 ICF Fiona Harrold Michael Neill Paul McKenna

51 I.C.F. are Leaders but could manahge that responsibility better- Credentiailling is strong as is accreditation and global footprint. Association for Coaching are more commercial and active so could take over that mantle in time

52 I do not know


53 Canada and New zealand

54 You

55 no idea, not interested in the concept of leaders

56 Don't know.

54. What do you consider to be the most exciting recent developments/trends in the coaching industry?
(please list any / all that you're excited by or think are interesting in some way)

	Responses	Percent
Responses: 	57	100%
Total Responded to this question:	57	55.88%
Total who skipped this question:	45	44.12%
Total:	102	100%

Graph/Chart function not relevant for this question type.

54. What do you consider to be the most exciting recent developments/trends in the coaching industry?
(please list any / all that you're excited by or think are interesting in some way)

Response Response Text

- 1 Corporate Social Responsibility Bullying / Bad Behaviour Transformational Coaching Neuroscience All the amazing work being done by universities and researchers The Institute of Coaching at Harvard Medical School iPhone applications
- 2 unsure
- 3 Coaching is now mainstream and becoming more of a profession
- 4 Increasing professionalism and excellence
- 5 That companies are training managers to coach more than manage in the old paradigm authoritarian way.
- 6 The discussion around credentialing
- 7 I don't know
- 8 I think more companies than ever now accept coaching and coaches as a key element in developing internal leaders, and in preparing those leaders for more demanding roles. Coaching now seems to be a recognized part of leadership development in many companies.
- 9 Strength based movement.
- 10 The introduction of supervisory sessions... the role ANZICoaching is playing is really important.
- 11 Some of the research coming to the market on the effectiveness of coaching(particularly out of Australia)
- 12 Being a member of High Ideals surrounded by like minded people who strive for excellence to enhance the common good of all. I believe this is because of the association of the people and opportunity to grow in personal and professional development bearing in mind we learn much from one another.
- 13 Coach to Win and the Play Better method designed by Dave Buck together with his take on the Inspiration Age. I love the idea of playing rather than working and being inspired rather than just gathering information. Coachville is really cutting edge in development and they have a generosity of spirit that in my opinion is extremely unusual in business today.
- 14 Greater emphasis on Coaching Supervision Accreditation
- 15 formal training
- 16 The involvement with High Ideals
- 17 IT applications on the Ipod
- 18 companies started to establish their own coaching venues in Turkey government bodies allso increased their interest in coaching
- 19 Tunisia having the coaching profession recognized as such.
- 20 The growing awareness of it, but there is still a long way to go.
- 21 Systemic interventions
- 22 Professionalisation/standards emerging link with neuroscience integration of NLP approaches
- 23 I am excited for coaching to be seen as a more holistic approach to human development.
- 24 More academic research. A push for a global standard. More original journalism covering coaching. More coaching-related philanthropy.
- 25 skype coaching possiblitiy. You can coach from any place, saving time and money
- 26 I'm not aware of something so signicant that I would think to mention it here.
- 27 Immunity to Change
- 28 Supervision and professionalising the industry
- 29 The trend toward recognizing and studying the wide range of disciplines that can apply to coaching: psychology, neuroscience, etc.
- 30 Coaching raises awareness and as such has the ability to have a massive impact on the world and the way it functions. Coaching moving from a place of goal focused to living in harmony with the planet and with awareness.
- 31 more focus on work environment

- 32 Not sure
- 33 flexibility
- 34 The publicity and exposure that coaching is getting in the media. i believe that it is giving us credibility and recognition. i am also impressed that ICF and CTI has world wide activities and influence. I am hopeful that coaching may be able to make a difference in our world where political processes have failed.
- 35 Online coaching
- 36 Not sure
- 37 acceptance of intreprenurial coaching as opposed to entrepreneurial. I am excited to see large not-for-profit organisations more open to the benefits of coaching to become more lean and effective.
- 38 Distance coaching based on the use of technology
- 39 use of neuroscience
- 40 Positive Psychology Neuroscience in coaching
- 41 hmmm, I cant say that I have been excited by anything significant for some time, most of it has been negative, sorry.
- 42 Acceptance of coaching's importance and professional development
- 43 More collaboration between Coaches... Networking
- 44 ?
- 45 daring to work more in the international field, more diversity in connections more attention for spiritual issues
- 46 Moving into schools with positive psychology and its potential to address some of the youth depression challenges
- 47 Becoming more accepted
- 48 ???
- 49 Some coach and coach companies have realised the power of using coaching skills in all areas of training, its been in my culture of training for over thirty years.
- 50 the manner in which organizations and individuals are embracing coaching as a means to help them change, improve and achieve what they wish to achieve
- 51 Wider acceptance in the community
- 52 Ease of access to information and tips/coaching strategies/ideas via the internet eg via LinkedIn groups
- 53 Changing the wording of Coaching definition by ICF (where the Coach can bring their experience to bear in the Coaching arena with client approval)
- 54 I do not know
- 55 arrival of coaching in india and south america
- 56 Seems to be increased credibility
- 57 Don't know.
-
-

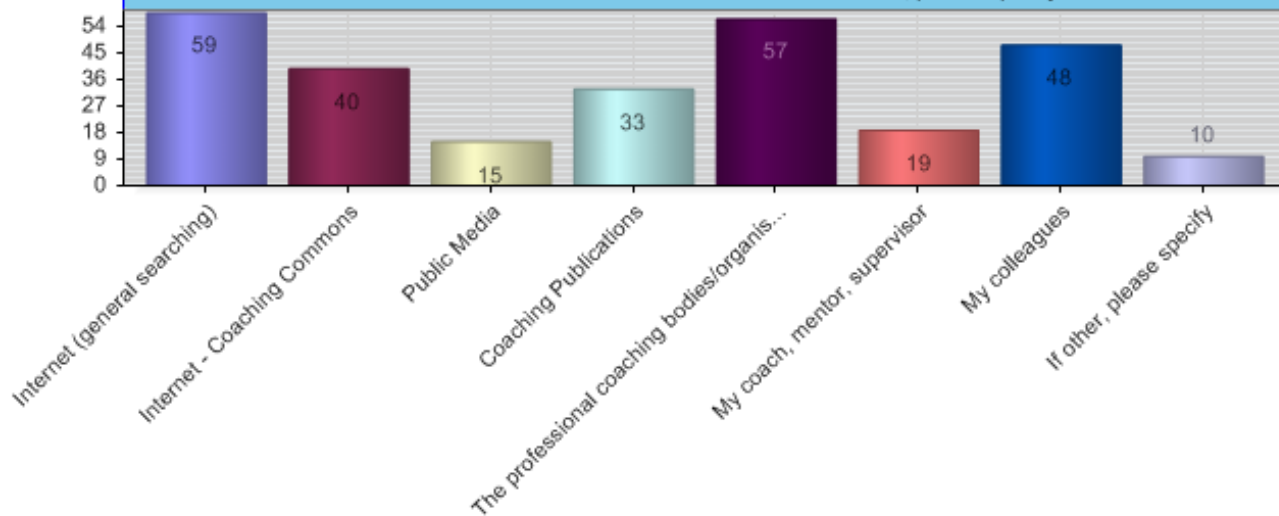
55. Where do you find out about what's new in the industry? (select all that apply and add anything we've missed in our list that you get your news and information from in the 'other' space provided)

	Responses	Percent
Internet (general searching):	59	70.24%
Internet - Coaching Commons:	40	47.62%
Public Media:	15	17.86%
Coaching Publications:	33	39.29%
The professional coaching bodies/organisations I'm a member of:	57	67.86%
My coach, mentor, supervisor:	19	22.62%
My colleagues:	48	57.14%
If other, please specify :	10	11%
Total Responded to this question:	84	82.35%
Total who skipped this question:	18	17.65%
Total:	102	100%

Where do you find out about what's new in the industry? (select all that apply and add anything we've missed in our list that you get your news and information from in the 'other' space provided)

- 59 Internet (general searching)
- 40 Internet - Coaching Commons
- 15 Public Media
- 33 Coaching Publications
- 57 The professional coaching bodies/organisations I'm a member of
- 19 My coach, mentor, supervisor
- 48 My colleagues
- 10 If other, please specify

Statistics
36.5 Median
10 Min
59 Max




55. Where do you find out about what's new in the industry? (select all that apply and add anything we've missed in our list that you get your news and information from in the 'other' space provided)

Response Comments

- 1 Books, research papers.
- 2 Attending conferences when possible.
- 3 Through High Ideals website
- 4 International partners
- 5 scientific publications
- 6 Alumni of Smurfit Business School where I did my coaching qualification
- 7 International Journal of Coaching in Organizations Consulting Psychology Journal: Practice & Research
- 8 newsletters, although I don't do coaching anymore, I love it and want to understand what is going on
- 9 Coaching groups and speakers
- 10 professional bodies I'm not a member of! I used to read coaching at work but found its focus too internal

56. Related to the previous question, which coaching publications and/or coaching websites do you get your information from and/or would recommend others look to for coaching industry information? (please list any/all publications or websites you use and/or would recommend in the space below)

	Responses	Percent
Responses: 	50	100%
Total Responded to this question:	50	49.02%
Total who skipped this question:	52	50.98%
Total:	102	100%

Graph/Chart function not relevant for this question type.

56. Related to the previous question, which coaching publications and/or coaching websites do you get your information from and/or would recommend others look to for coaching industry information? (please list any/all publications or websites you use and/or would recommend in the space below)

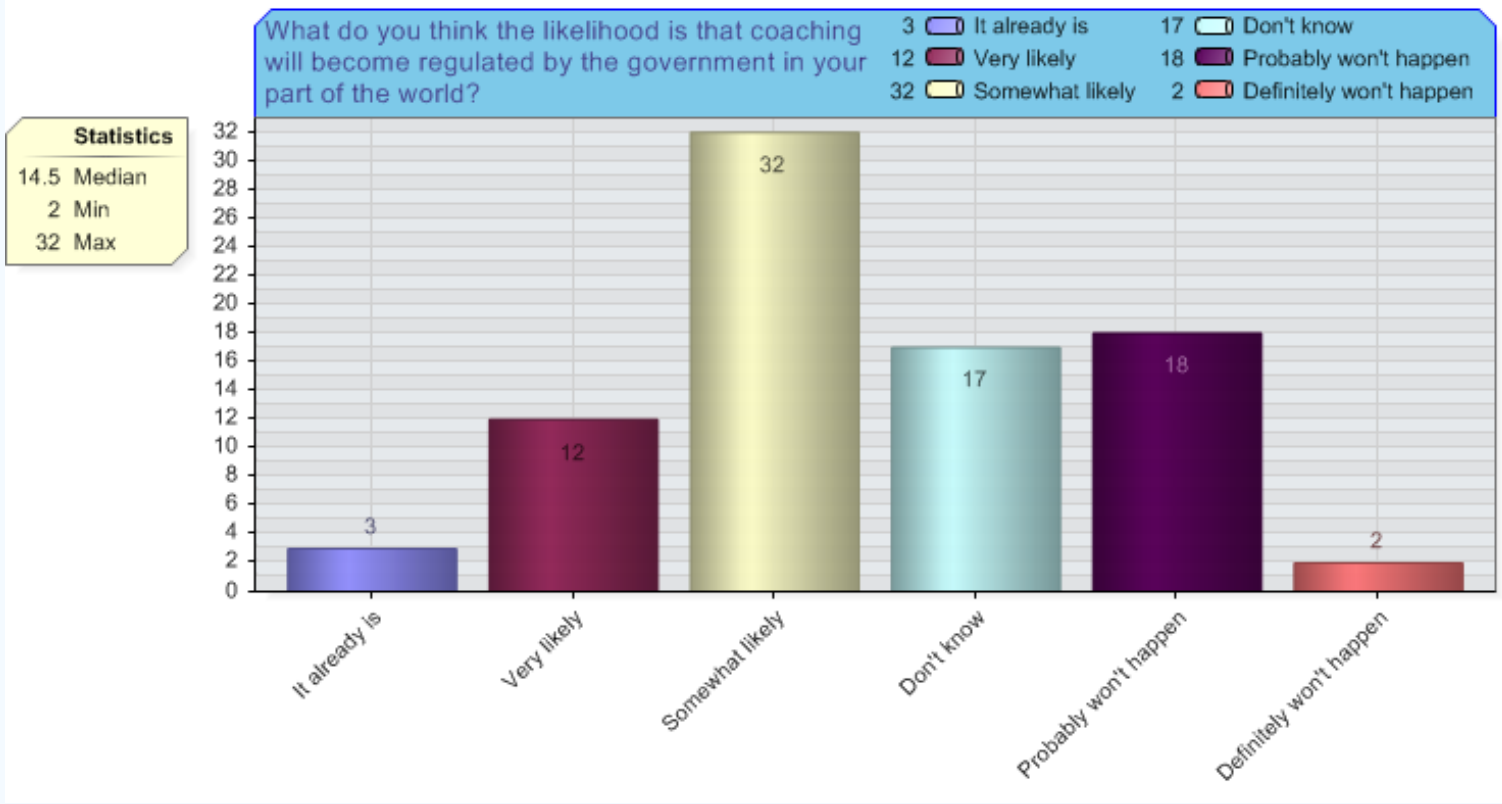
Response	Response Text
1	International Journal of Coaching in Organisations CHOICE Magazine for Coaches emPOWER Magazine (Australia) askacoach.com
2	ICF
3	Choice Magazine, Leadership Wired, Empower
4	ICF
5	Choice Magazine ICF publications Harvard Institute of Coaching The coaching commons Pat Willimas Noel Posus
6	ICF Choice magazine
7	ICF website Coaching alliance Constantly googling coaching mind tools
8	I don't know that I have one specific site.
9	I tend not to - I have excellent relationships with enough coaches that if I need a coaching tool/idea, I'll just call upon someone I know will have a great one to share.
10	Noel Possus ICFA
11	As stated above through High Ideals www.high-ideals.com
12	Coachville, IAC, ICF,
13	Coaching Commons ANZI Coaching ICF EMCC
14	High Ideals www.high-ideals.com
15	Internet, referrals, Flying solo, Noel Poesus
16	Choice
17	IAC, Coaching Commons, ANZI (limited), Global Coaching Community
18	Coaching research publications
19	coaching at work
20	Psychology Journal: Practice and Research Consulting Psychology Journal: Practice and Research
21	Choice Magazine certifiedcoach.org coachingcommons.org
22	Co-active cvoachng USA http://www.thecoaches.com/
23	ECI (IIC), ANZI, Morning Coach, Happiness Inst., Michael Grose - Happy kids, and the Penn LPS newsletter.
24	Coaching at Work
25	www.cipd.co.uk Articles sent to me by other training providers Research on the internet
26	ICF Coaching Commons Foundatin for Coaching
27	icf, iac, top ten, coachville, Icia
28	I read published coaching books
29	to many to list
30	CHOICE, ICF and CTI online discussion and interest groups. General media.
31	coachville
32	nil
33	Linked in
34	Newfield, Strozzi
35	ICF Coachville Trade sites (eg training zone in the UK) the coaching schools I attended Google daily report on executive coaching
36	Newsletters, I rarely look now as I find it all rather depressing.
37	ICF is the primary. there are also specific schools i liked: NLP, language onthology, and Rhonda ?? Starting over

system.


- 38 ICF and yours.
 - 39 ICF HBR
 - 40 LVSC in the netherlands
 - 41 Heartmath info is good as is Suzy Green's newsletter
 - 42 Coaching commons Wheel of life Ask a coach ANZIC ICF High IDeals
 - 43 ICF & SF Coach for France. Internet, it depends of the matter
 - 44 Choice, Ask a coach, ICF
 - 45 ICF AfC Coaching World
 - 46 ICF.com Eurocoach LinkedIn Coaching Groups ICAN website
 - 47 -
 - 48 ICF coaching blogs Supervision groups in LinkedIn and Viadeo
 - 49 Yours Marshall Goldsmith Library ICF
 - 50 I use the ICF websites both the global and uk ones. not sure Id recommend them!
-

57. What do you think the likelihood is that coaching will become regulated by the government in your part of the world?

	Responses	Percent
It already is:	3	3.57%
Very likely:	12	14.29%
Somewhat likely:	32	38.1%
Don't know:	17	20.24%
Probably won't happen:	18	21.43%
Definitely won't happen:	2	2.38%
Total Responded to this question:		84
Total who skipped this question:		18
Total:		102



58. What country do you live in? (or if it's more appropriate to your situation to answer which country you work in, please do so)

	Responses	Percent
Responses: 	84	100%
Total Responded to this question:	84	82.35%
Total who skipped this question:	18	17.65%
Total:	102	100%

Graph/Chart function not relevant for this question type.




58. What country do you live in? (or if it's more appropriate to your situation to answer which country you work in, please do so)

Response Response Text

- 1 Australia
- 2 Australia
- 3 Australia
- 4 Australia
- 5 Os
- 6 Australia
- 7 Qatar
- 8 USA
- 9 Norway
- 10 United States
- 11 United States
- 12 Hong Kong
- 13 ireland
- 14 USA
- 15 USA
- 16 Australia
- 17 Australia
- 18 Austarlia
- 19 Australia
- 20 I live in Australia, coach anywhere in the world
- 21 Australia
- 22 Australia
- 23 Australia
- 24 New Zealand
- 25 Australia
- 26 Australia
- 27 Turkey
- 28 New Zealand
- 29 Canada/Québec
- 30 Australia
- 31 Asia
- 32 Australia, Singapore, HK
- 33 UK
- 34 Brazil
- 35 USA
- 36 USA
- 37 czech Republic
- 38 Australia
- 39 Ireland
- 40 US

41 United Kingdom
42 I work internationally, live in the U.S.
43 Australia
44 Australia
45 Australia
46 australia
47 USA
48 Australia
49 Aust
50 Australia, NZ, SE Asia
51 Australia
52 USA
53 Mexico
54 Australia
55 USA, Australia
56 Switzerland and France
57 switzerland
58 Belgium
59 UK
60 italy
61 Belgium
62 Netherlands
63 Australia
64 Australia
65 FRANCE
66 Poland
67 USA
68 Italy
69 Sweden
70 canada
71 Canada
72 Australia
73 England
74 Ireland
75 Romania
76 in a small village, the crisis of business in this period became difficult
77 Switzerland (live/work), UK (work)
78 France
79 United States of America
80 australia
81 UK
82 UK
83 U.S.A.
84 USA

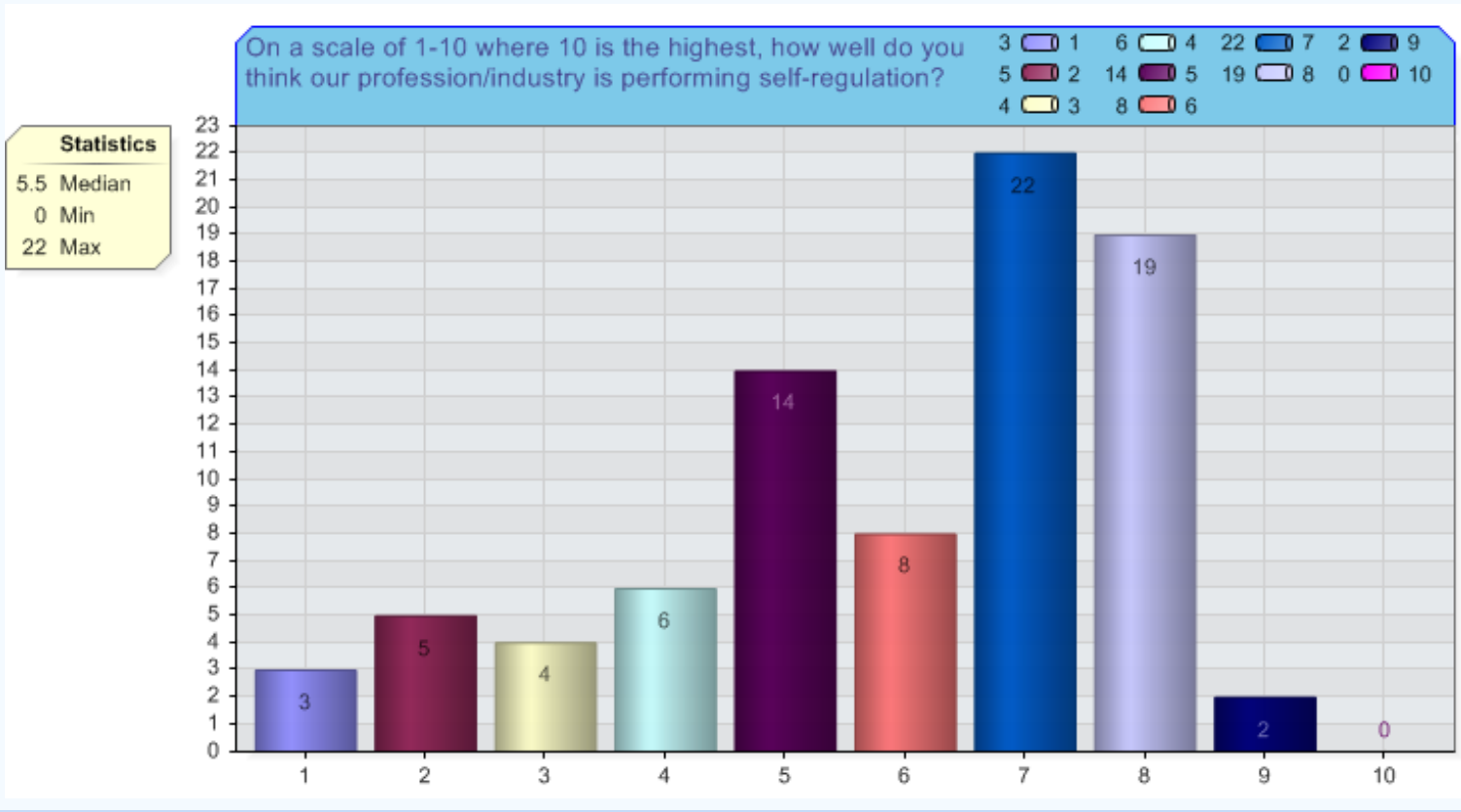
59. Do you think regulation managed within our own profession/industry is essential?

	Responses	Percent
Yes: 	52	62.65%
No: 	17	20.48%
Don't know: 	14	16.87%
Total Responded to this question:	83	81.37%
Total who skipped this question:	19	18.63%
Total:	102	100%



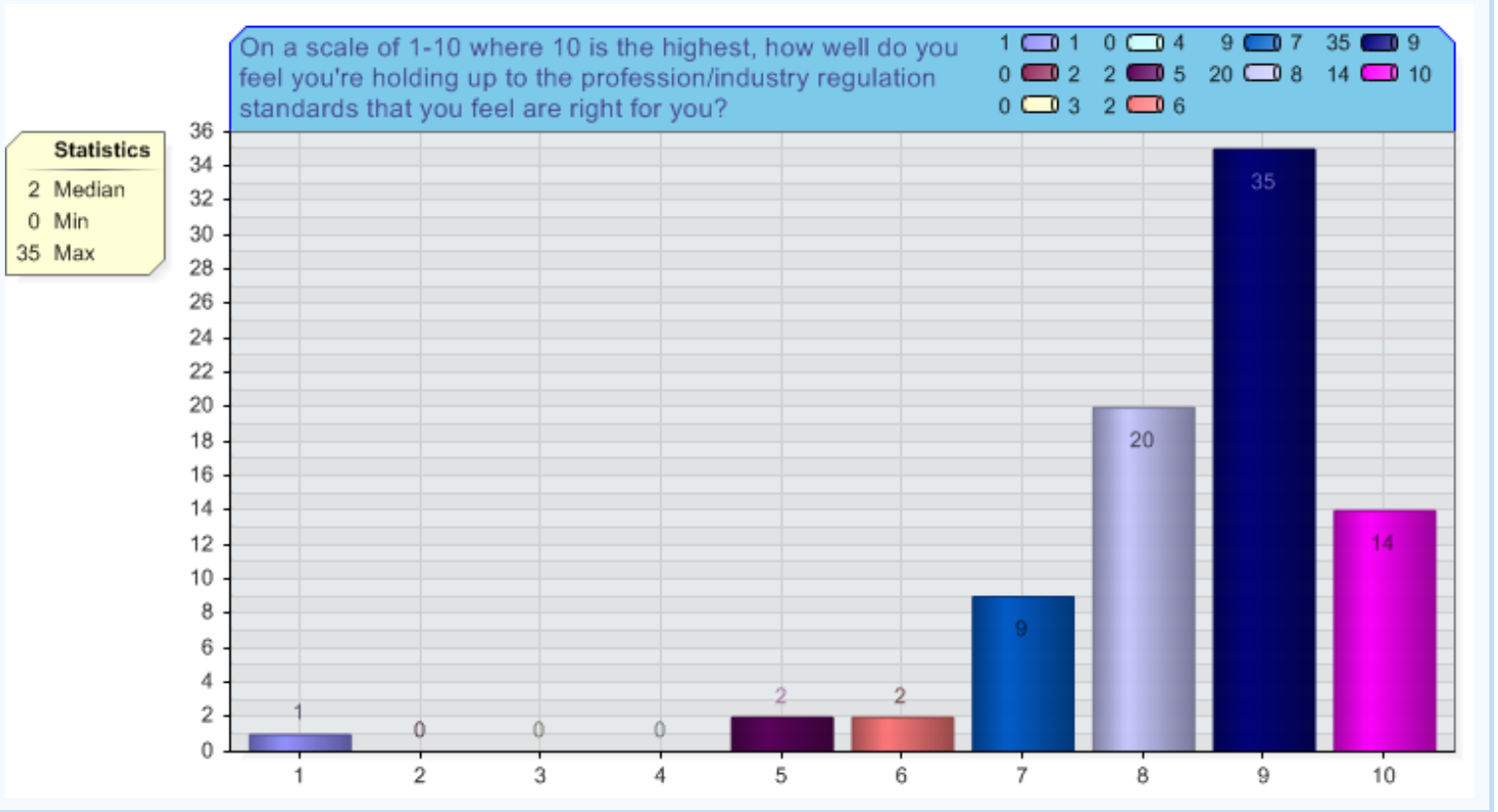
60. On a scale of 1-10 where 10 is the highest, how well do you think our profession/industry is performing self-regulation?

	Responses	Percent
1:	3	3.61%
2:	5	6.02%
3:	4	4.82%
4:	6	7.23%
5:	14	16.87%
6:	8	9.64%
7:	22	26.51%
8:	19	22.89%
9:	2	2.41%
10:	0	0%
Total Responded to this question:		83 81.37%
Total who skipped this question:		19 18.63%
Total:		102 100%





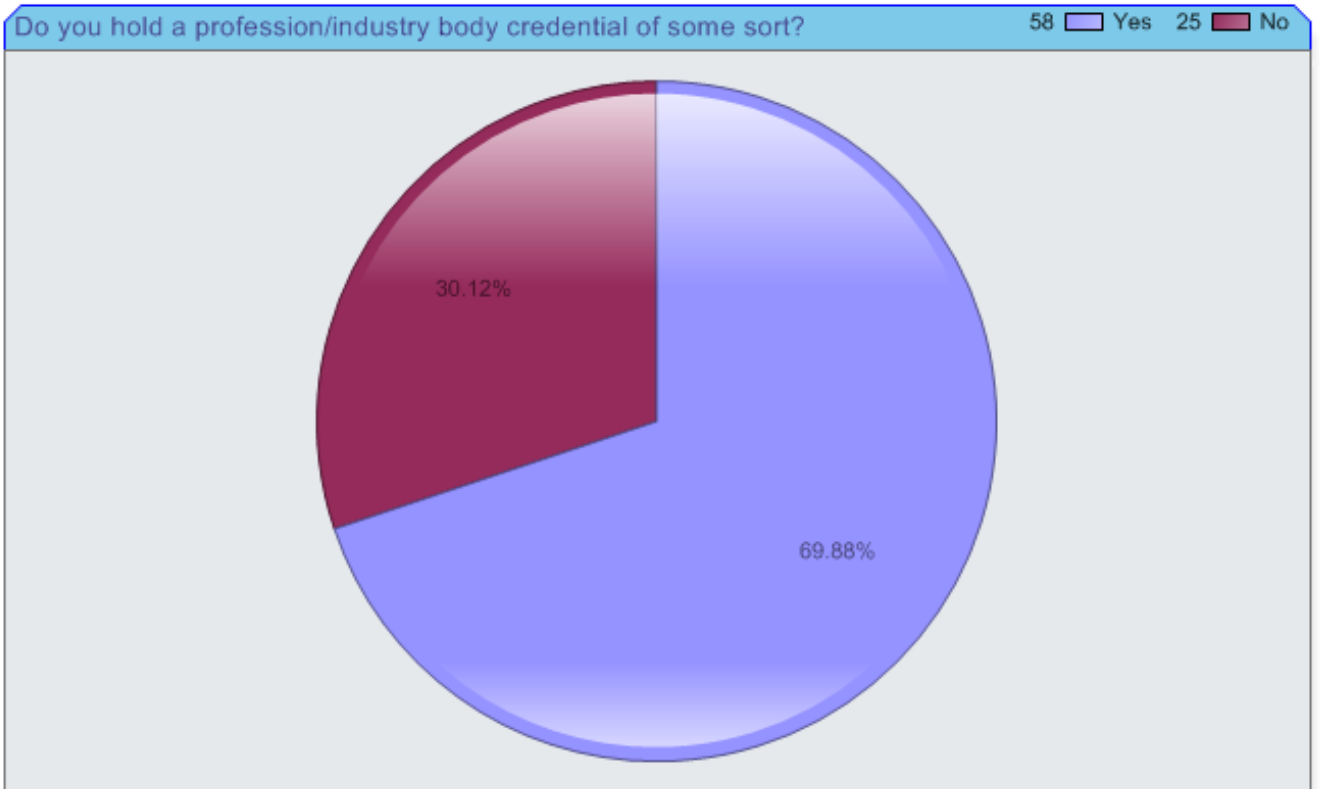
61. On a scale of 1-10 where 10 is the highest, how well do you feel you're holding up to the profession/industry regulation standards that you feel are right for you?

	Responses	Percent
1:	1	1.2%
2:	0	0%
3:	0	0%
4:	0	0%
5:	2	2.41%
6:	2	2.41%
7:	9	10.84%
8:	20	24.1%
9:	35	42.17%
10:	14	16.87%
Total Responded to this question:		83 81.37%
Total who skipped this question:		19 18.63%
Total:		102 100%




62. Do you hold a profession/industry body credential of some sort?

	Responses	Percent
Yes: 	58	69.88%
No: 	25	30.12%
Total Responded to this question:	83	81.37%
Total who skipped this question:	19	18.63%
Total:	102	100%



63. If yes, with whom? (list all profession/industry bodies that apply)

	Responses	Percent
Responses: 	56	100%
Total Responded to this question:	56	54.9%
Total who skipped this question:	46	45.1%
Total:	102	100%


Graph/Chart function not relevant for this question type.

63. If yes, with whom? (list all profession/industry bodies that apply)

Response	Response Text
1	IIC, ANZIC, LCIA
2	MACE, Cert IV
3	Results Coaching Systems
4	ACC with ICF
5	LCIA Cert IV
6	ICF, Center for Transformational Presence
7	PCC going on MCC (ICF)
8	ACA, HKPS
9	LBCAI , ICF, ILM
10	New Ventures West/ICF
11	Cert IV
12	ICF (ACC)
13	South West Area Health Service, Catholic Care, Australian Counsellors Association
14	A.C.H.P.E.R. (FITNESS LEADER)GRACEGROVE COLLEGE CERT. OF COACHING
15	Accredited Professional Coach - ANZI Coaching
16	Nurses Registration Board and Australian Counsellors Association
17	Certificate 4
18	dipl.grad. Social work & education, NLP masters
19	Ercikson Professional Coach
20	Results Certification
21	ICF, WABC, Project Management Institute, Professional Engineers Ontario. ITService Management Foundation
22	IAC
23	ICF
24	MCIPD, graduate CoachU, studying for MSc in coaching
25	in the process of applying for Newfield Certification
26	IAC
27	EMCC
28	Chartered Fellow CIPD, Fellow ITOL, Member ICF, Member Federation of Small Businesses
29	Ph.D.
30	LCIA
31	government
32	CTI certification, ICF membership and committment to ICF standards, ACC app. in progress.
33	nil
34	six profession/industry bodies
35	ICF
36	ICF PCC
37	coachville, and other professional, Australian Company Directors, Hispanic MBAs
38	ICF
39	ICF
40	Centre for high performance development. Association of Coaching
41	ICF, ECA

42 Cert IV in Life Coaching
43 Soon to finish Diploma LCIA
44 ICF, NLP, 6seconds
45 ACC, ICF
46 ACC with ICF and graduate of Adler School of Coaching
47 Credentialed Mental Health Nurse; Australian College Mental Health Nurses
48 ICF
49 Working towards ICF- PCC
50 ACC at ICF
51 PCC with ICF
52 LCIA
53 ICF
54 PMI
55 ICF
56 CPA, CPCC

64. If no, what reason(s) do you have for choosing not to pursue one at this time? (list any/all reasons you have)

	Responses	Percent
Responses: 	22	100%
Total Responded to this question:	22	21.57%
Total who skipped this question:	80	78.43%
Total:	102	100%

Graph/Chart function not relevant for this question type.

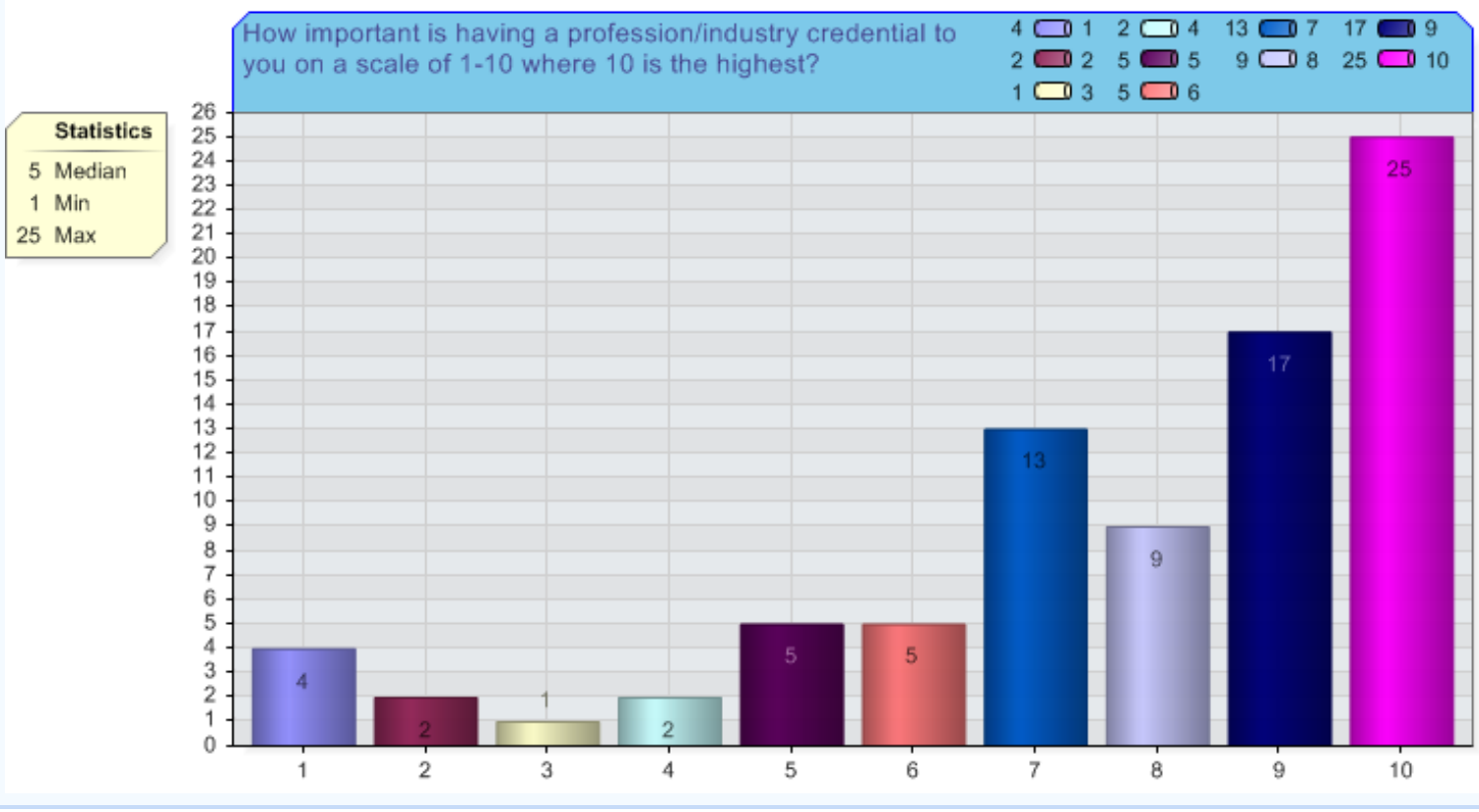
64. If no, what reason(s) do you have for choosing not to pursue one at this time? (list any/all reasons you have)

Response Response Text

- 1 I am in the process of getting ICF certification
- 2 Working on PCC credentialing. Have all documents ready to be submitted to the ICF.
- 3 I don't do the renewal work for the ICF credential. I strongly resist their requirement that I attend the national convention and other paid continuing education. I recognize that I accept the same requirement from NVW, but I have much more freedom to choose development work that fits me.
- 4 I am pursuing, but have not completed yet.
- 5 I have not seen an accredited training program that really gets to the "Art of Coaching" So far I see very academic and irrelevant topics. How does one learn in the academic sense how to truly get into the zone?
- 6 Still studying Diploma of life coaching about to submit assessments for marking
- 7 Clients dot care about them, have no relevance in a commercial sense Am doign a Masters degree first. If a Gov body steps in to regulatem, the first step always is at education levels
- 8 I'll never pursue an ICF credential because of the corrupt nature of the relationships between their accredited schools, their mentor coaches, and the would-be coaches. It's a racket, and I refuse to feed it.
- 9 not involved
- 10 Working towards credential
- 11 I coach parttime and am 70 years old. I was not into getting credentialed but last week decided that i would jump thru the hoops to get my ACC. I felt it was important to my profession.
- 12 Too costly and time consuming Seems like it's designed to keep the bodies in work e.g. supervisory and mentoring requiriements
- 13 nil
- 14 Time and cost
- 15 I have done many hours training compared to some of the other ICF credential training schools who are recognised by the ICF. The ICF does not recognise the trainer I went through yet they are a government approved trainer and so is the dipolma I did. Why do I have to once again show my ability to coach when I have already been assessed by approved assessors and a body that is endorsed by the Australian government. Why is it that ICF doe's not recognise my training organisation, Political?
- 16 I am too old with too much experience. It is too much senseless work. there are no diplomas for self-educated people
- 17 i'm not interested in being involved in companies process
- 18 I feel the cost is not value, because over many years I coached/interviewed many affiliated ICF, ICC, ETC, Master accredited coaches and only a few, I and others, we felt were worth their accreditation.
- 19 Am preparing to retire within 18 months.
- 20 Currently preparing for ACC for ICF
- 21 Family & work commitments - there is only so much time in a day, week, or year. Now is just not the time for that.
- 22 Working towards ICF credential (logging hours), having received NLP Coach qualification

65. How important is having a profession/industry credential to you on a scale of 1-10 where 10 is the highest?

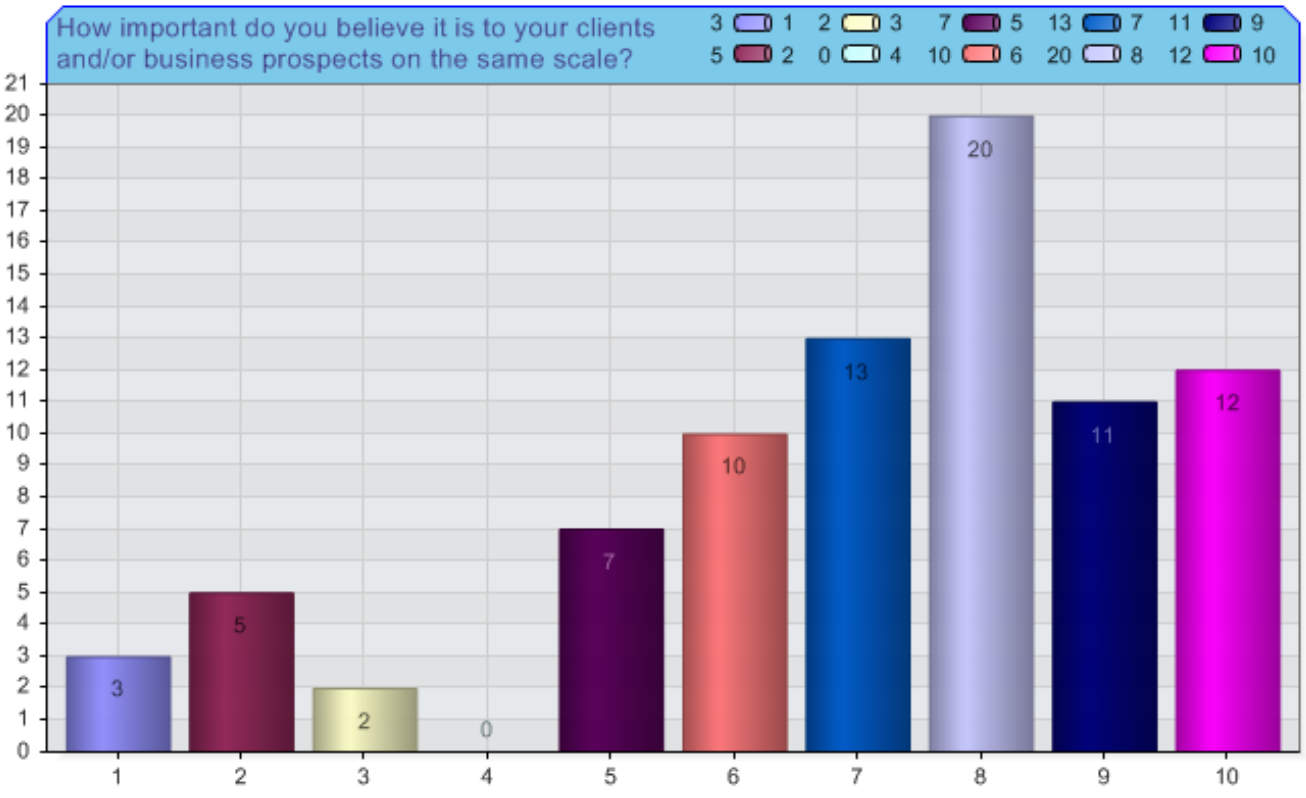
	Responses	Percent
1:	4	4.82%
2:	2	2.41%
3:	1	1.2%
4:	2	2.41%
5:	5	6.02%
6:	5	6.02%
7:	13	15.66%
8:	9	10.84%
9:	17	20.48%
10:	25	30.12%
Total Responded to this question:		83 81.37%
Total who skipped this question:		19 18.63%
Total:		102 100%




66. How important do you believe it is to your clients and/or business prospects on the same scale?

	Responses	Percent
1:	3	3.61%
2:	5	6.02%
3:	2	2.41%
4:	0	0%
5:	7	8.43%
6:	10	12.05%
7:	13	15.66%
8:	20	24.1%
9:	11	13.25%
10:	12	14.46%
Total Responded to this question:		83 81.37%
Total who skipped this question:		19 18.63%
Total:		102 100%

Statistics
 8.5 Median
 0 Min
 20 Max



67. What's your biggest compliment about the coaching industry today?

	Responses	Percent
Responses: 	63	100%
Total Responded to this question:	63	61.76%
Total who skipped this question:	39	38.24%
Total:	102	100%

Graph/Chart function not relevant for this question type.


67. What's your biggest compliment about the coaching industry today?

Response Response Text

- 1 Because we're coaches, we're generally very good at exploring opportunities and finding the beauty and excitement of new ideas and enjoy the adventure of discovering the "what next" of our industry.
- 2 A lot of very committed and intelligent people work in it. There tends to be an expressed value of transparency and openness.
- 3 Motivated people involved with ethics and values that I can relate to
- 4 It is a vibrant industry, exploring itself and its opportunities, exploding in many directions and adding value
- 5 It's potential for being a movment for good - for growth and evolution. And that it's becoming better known and utilised.
- 6 It is trying very hard and I think it will succeed. It fulfills a need in this millennium
- 7 The passion of those who choose this profession.
- 8 I think they might provide more help than do social workers or therapists.
- 9 I am proud to be in a profession I am passionate about and in which I have met the most amazing, wonderful and challenging people.
- 10 Coaches care a great deal about their clients, and in many cases about their clients' companies. They work hard to foster success at both individual and team lievels.
- 11 creates opportunity for self responsibility, more satisfaction and higher performance.
- 12 It offers the most amazing way for people to move through their blockages in record time.
- 13 The results both in \$\$\$ and human terms that can be achieved a deal more quickly than when one is left to flounder. The ability to get individuals in organisations to start at the client or patient and work backwards through the array of differing human agendas.
- 14 Here I speak from experience in saying I would like to complement My Life coach Carol Mc Gowan and Honary Coach of the year 2008. My experience through being associated with them has been one of Inspiration, motivation and empowerment. Through being connected with other life coaches through High Ideals I believe they too fullfill these qualities.
- 15 The coaching industry is now becoming mainstream and positive publicity and education is becoming more and more available to the public.
- 16 The great knowledge and resources that exist in the area of coaching and how it is continuing to blossom.
- 17 Here I speak from my own personal experience. The life coaches I have come to know have been inspirational. They help people tap into what is important in their lives and they empower people. This enables people to reach their potential.
- 18 People are learning to help themselves
- 19 Culture of continuous improvement.
- 20 It is bringing positive energy to the world, where there is so much negative energy today. If we can help more people see their positive side then the world would achieve so much more.
- 21 We have an industry
- 22 Actually adds value- where and how is often unsure
- 23 open to new ideas and approaches
- 24 It is providing an alternative to therapy for those who are seeking greater fulfilment in their lives and are interested in experiencing greater satisfaction and success.
- 25 Great coaches help people change their lives for the better, and that makes the world a better place for everyone.
- 26 moving people, changes lifes and atitudes
- 27 Its continuing emergence
- 28 People are taking it seriously and seeing the value of coaching in the workplace.
- 29 The growing specialization and sophistication of coaching content
- 30 It is an industry that has the potential to massively impact global awareness.
- 31 vibrant

32 Coaching can achieve great things
33 helps people to help themselves
34 I complement us for our growth, for our passions toward making this a better place to live and for the continued growth of ICF in service of the coaching industry.
35 It continues to grow and is starting to become more recognised as a mainstream profession
36 Wow, how long has this been available for? (from clients)
37 Coaching is demonstrating its effectiveness such that the impact is picked up in the media
38 Its potential. the idea that there is an industry that has a central message of the belief in the ability of others to change and do better is quite inspiring.
39 we are changing the world
40 There are some people who 'get it' these people do the coaching profession the world of good. I feel that the coaching profession/philosophy may provide answers to many of the worlds problems. It's great to see so many people/organisations taking on the coaching philosophy. Acceptance is growing. I feel that our profesion will need to be regulated. With regulation comes other problems. I think there are plenty of brilliant and natural coaches who will be brushed aside as they wont have the desire to do all that is required.
41 I transforms people lives so they can be amazing.
42 Networking and sharing resources!
43 Open
44 Its diversity
45 Hight respect of quality, promoting mastery
46 it is moving
47 The industry is encouraging people to be their best and to do their best
48 Its great to be a part of such a passioante industry following my dreams
49 hope
50 In the country I live their is new high potential coaches in the pipeline
51 It will be essential to rebuild organization
52 It is focused on bringing out the best in people. It is strengths based focused - not what is wrong with people but what is right and could even be better. I believe this is a better approach to life and to society.
53 It is positively focussed Works on the premise that people can find their own solutions and instills a sense of hope in the community.
54 It is making a lot of difference to a lot of people.
55 It's a great idea whose time has finally arrived
56 is developing
57 Many committed people who work hard to be top professionals, contribute much to the coaching industry
58 Learning and evolving big time !
59 Proactive Creative Models available
60 its improving all the time
61 for those engaging with how the industry could be, the enthusiasm and commitment is a delight
62 We're doing great work towards helping people be the best they can, and improving the way we all work and live.
63 Supporting people rise to their highest potential.

68. What's your biggest complaint about the coaching industry today?

	Responses	Percent
Responses: 	62	100%
Total Responded to this question:	62	60.78%
Total who skipped this question:	40	39.22%
Total:	102	100%

Graph/Chart function not relevant for this question type.

68. What's your biggest complaint about the coaching industry today?

Response Response Text

- 1 We're not educating the general public very well about coaching. Our professional bodies seem to rely on credentialling as being the solution to raising our profile when it comes across more as a way for them to "sell" credentialling to members. I'm not seeing the professional bodies doing enough to raise our industry profile AT THE SAME TIME as it continues to work on improving the quality of our industry through strategies which need to include credentialling.
- 2 None
- 3 No clear benchmarks on individual skills or effectiveness
- 4 Too many people without a depth of understanding of psychological issues
- 5 Tends to be somewhat unregulated; anyone can hang up a "COACH" shingle.
- 6 That so many people call themselves coaches when they don't really coach - they mentor, train or teach.
- 7 I guess that we have more than a thousand coaching schools world wide. Most of them will certify a or give credentials to a coach after only basic and short training.
- 8 Lack of standardization in the industry. When anyone - regardless of their education and/or credentials can call themselves a coach, it leads to confusion with clients and a dilution of the importance of the field.
- 9 I fear that people with too little knowledge might go into the profession and cause more harm than good.
- 10 Some real assholes! They think they do a weekend course and that's it, I think that is dangerous to the profession. Sorry I am very straight.
- 11 There are still too many "snake oil" sales people.
- 12 blurred or exceeding boundaries with psychologists and other therapists work, coaches working their own issues, lack of substance
- 13 That is not recognised as a bona-fide therapeutic tool - that we are looked down on by psychologists and other practitioners in 'sister' professions rather than recognised as having an important role as a complimentary personal development therapy.
- 14 The immaturity of many that think they have the ability to coach rather than the intrinsic intent to be of service.
- 15 That they are not regonised enough for their efforts. Many People I speak too have no idea of what a life coach is, yet alone what they have to offer. It would be great to have the Life coaching industry exposed more through the media. Now it is on the internet , however what is needed is to inform the public through other channels like television , radio, newspapers, magariens and perhaps going into schools and universities to bring about awareness. I have been informing most of my friends and family.
- 16 Too many self proclaimed "gurus" overcharging and under-delivering.
- 17 Coaches are not willing to collaborate and co-operate they can become quite defensive and self focussed and not really look at the interests of the whole industry. For some reason it does not seem to be fully understood the benefits that can be gained if they do.
- 18 Not enough exposure to the general public .
- 19 Too many fish in the pond and too many wanna bees
- 20 we are not organized enough
- 21 Pushing out young coaches who all believe they can make a 'good living' from the corporate market.
- 22 Lack of networking in Australia, and willingness to mentor new coaches without wanting something in return straight away.
- 23 It is still an industry and not a profession
- 24 When "life coaches" try to work in the executive market with no background in corporate life and then tarnish the reputation
- 25 anyone can set up and call themselves a coach, yet what they offer is very different. some are really consultants, some are not sufficiently skilled to handle the consequences of reflection and review for a particular client
- 26 Its myopic view of the world. It seems to be more focused on getting vs. giving. I appreciate the need to run a successful business and earn an income but the focus seems to be on seeing the most clients in the shortest amount of time to increase revenue stream.
- 27 Cannibalism. Seriously, I am appalled by how the coaching industry tolerates so many charlatans and promoters. It's


unbelievable how nobody ever gets called to account, gets drummed out of an organization, etc. I despise the lack of respect for anyone's credential/training except our own - it's like holy wars. ICF is the WORST about disrespecting others' credentials.

- 28 unhealthy competition, executive coaches think they are Gods.
- 29 1. Training companies taking advantage of people and offering them training as coaches without clarity around the challenges of making a living in the sector 2. Lack of independent regulation.
- 30 Too many people think because they are 'good' listeners or trainers that it makes them a good coach - and give the good coaches a bad name.
- 31 Too much of a focus on achieving success in the future (rather than being successful now and appreciating what we have) and obtaining material possessions for happiness. Too much of a future focus.
- 32 very diverse
- 33 The difference between coaching skills acquired on a 2 day program and the skills required to work externally as a coach is not well differentiated.
- 34 too many quacks
- 35 Not much. I would like to have more energy to participate more in it's development and growth. I am concerned how we will police those persons who claim to be coaches and are not certified and my do harm to our industries reputation.
- 36 Too many people charging too little for their services, therefore eroding the profitability of the market
- 37 nil
- 38 I am concerned about how people can get a coaching 'qualification' in such a short time, and still say they are 'part of' the ICF or ANZI giving the impression they are 'accredited'. Related to this is coaching Certs and Diplomas etc which seem much less academically and professionally rigorous than Certs, Dip etc offered in other educational disciplines - science, health, education etc.
- 39 Little or no regulation means that anyone can hang a shingle and claim to be a coach. Also, the industry has little cohesion in terms of the view from the outside looking in - I am regularly asked "what does a business coach do?"
- 40 too many uncredentialed and unprofessional coaches out there
- 41 The people who should not be in the profession. The trainers and coaches who are only in it for the \$. The lack of mentor/coaching which isnt provided as part of the costs of the training supplied by trainers. We have too many people calling them selves a coach, the word is used far to loosely, some have jumped on the band wagon, many are not coaching, many are mentoring, consulting, teaching and training and calling themselves coaches. We need a clearl conside description of what coaching is and isn't. There is far to much ambiguity both in the public and businesses.
- 42 too many people not performing as coaches and continue to coach
- 43 NOT networking and sharing ressources!
- 44 Too many people calling themselves coaches without adequate training & experience
- 45 at European scale, the industry is to "american"
- 46 to many people without pofessional education on the market
- 47 Some groups seem to become quite insular
- 48 None Yet
- 49 fear of cutomers
- 50 There are two many different self-regulating organisations whose written values although similar, the deeds vary considerably at ground level. The client needs to benefit, not glorification of the coach or organisation!
- 51 Cultural education, self protection, share business practice, create an European solid counterpart.
- 52 Public misunderstanding of coaching. Lack or regulation and therefore folks who have worked long and hard to receive the training and credentials are undermined by those who claim to be coaches but have not done the work to do so. Organizations that only engage in coaching to relieve management of their responsibility to performance manage others.
- 53 Anybody can call themselves a coach, set up a practice and engage the general public, without a required standard of education, code of conduct or ethics.
- 54 There are too many coaches, some of whom have had little training and can give the profession a bad reputation.
- 55 Not enough connectivity with the world of Business and not tight enough focus on linking Outcomes to Business Requirements and using Coaching to bridge the gap.....
- 56 it is superficial
- 57 There are too many people calling themselves "coaches" who are not adequately trained and/or do not have the appropriate coaching attitude (they are more like consultants, specialists in a certain industry.) It creates a lot of confusion about what coaching actually is.
- 58 a lot of "would be" coaches promoted by corporations who sell other services and jump in the bandwagon beacuse there is quick money to be made "would be" coach = someone who has not been properly trained, who is not certified, not supervised and who simply decides to add the title "coach" to another expertise (outplacer, trainer, consultant ...) to make more money
- 59 None
- 60 Too many people without any formal training claiming they are coaches, and talking rubbish in the media that makes me hope my mother isn't reading it!
- 61 Too many people entering the profession because they think it's an easy option, or as the result of redundancy, etc.

with no qualifications/credentials

62 Anybody can hang out a coaching shingle.

69. What is the question (or are the questions) that you would have liked to have been asked AND what is/are your answer(s)?

	Responses	Percent
Responses: 	38	100%
Total Responded to this question:	38	37.25%
Total who skipped this question:	64	62.75%
Total:	102	100%

Graph/Chart function not relevant for this question type.


69. What is the question (or are the questions) that you would have liked to have been asked AND what is/are your answer(s)?

Response Response Text

- 1 To what extent have the various coaching institutions/academies/bodies you've engaged with lived up to their promises. Answer: 7/10 To what extent have the various coaching individuals you've engaged with lived up to their promises. Answer: 9.5/10 On a scale of 1-10 - with one being 'annoyingly overblown' and ten being 'congruent and helpful' - how would you rank the marketing of coaching programs and tools that has crossed your desktop? Answer: 5
- 2 Do I love what I'm doing!
- 3 Cannot think of a single question.
- 4 I would have liked to be asked to work as a partner, but leave all the running around to the agent.
- 5 Why did I join this profession? Because if I had found a coach 25 years ago life would have been less traumatic for me.
- 6 Question: Where does coaching fit in the suite of practices and disciplines that support beneficial change for your clients? Answer: Coaching occupies a key role in supporting leaders to take and maintain new actions intended to change the course of their organizations. It is helpful on its own, but not complete. Individual change must be accompanied by changes in strategy, team practices, allocation of investment, and company rules if there is to be sustainable change in an organization.
- 7 How successful do you believe you have been in improving the condition of your clients
- 8 What would you like to see professional bodies (ICF) do MORE of? Lobby for regulation (not self-serving - if can be monitored/assessed by many professional bodies). Embark on a really serious PR campaign that educates the public of the benefits of coaching as a whole. Lobby to get coaching recognised as a therapeutic tool so that clients can get rebates from their private healthcare funds.
- 9 More on exploring how one gets in the zone and how the intrinsic desire to be of service might be shared with others.
- 10 You kidding? I think you covered it....
- 11 What has drawn you to coaching and keeps you there? The ability to help people in a pragmatic fashion to realise their full potential and purpose. Allowing me to indulge in a passion and get paid for it. To enable personal and professional development on a daily basis in both a formal and informal context simply by interacting with clients and also having supervision.
- 12 How would you integrate coaching into other fields? I believe we are already doing this through High Ideals How may the coaching industry reach high standard of service? By meeting the criteria as outlined with High Ideals as a benchmark.
- 13 What are you here for? Creating a world to which people want to belong
- 14 shall I hear about the results? how many people participated from Turkey?
- 15 How do you believe we can lift the profile of coaching in your country? Become a united entity, acknowledge the different areas and work together.
- 16 1. Where do you think the emerging coaching opportunities are? 2. Will you be a coach in 5 years? 3. What are your Coaching fees? 4. Age group? 5. % split between coaching and other activities
- 17 maybe some questions around new client generation, particularly innovative approaches
- 18 What do I hope to see coaching become in the future? An avenue for teaching others to become more confident in their skills to create a successful life for themselves AND to seek to improve the quality of life for those around them. A more generous collective spirit. That we all become the heroes we hope to be inspired by. That coaches and coachees become change agents for the world.
- 19 I can't think of any at this time.
- 20 would You like to be my coach? YES, LET'S SEE how we shall be fitting :-) Can You explain me, what coaching is and can give me? let's go to some real issue in order to explain it on a real situation
- 21 Am I making a good living from coaching? Answer: Yes!
- 22 Don't have any idea at the moment, it's late for me right now and I'm tired so I'm leaving this question and hope that you have enough from my previous answers.
- 23 I don't know
- 24

- 25 None come to mind presently.
- 26 Q. What resources would you most like to have access to as a coach? A. Database of coaching opportunities + "free" resources e.g. assessment tools
- 27 Nothing to add here...
- 28 No others.
- 29 Without coaching what? ... Coaching helped me view life differently, as a world of possibilities and continuous growth, regardless of the starting point. It gave me and the people I interacted with -family, friends and clients- tools to explore areas we never thought we could.
- 30 This is my favourite coaching question!!!! The other question is ' If the best coach in the world were to ask you about coaching, what would that question be?' Why coach?... because it is simply the best thing for giving hope and helping people to realise their dreams and to have the privilege of sharing their journey
- 31 ?
- 32 What is a coach? An open honest person without a personal agenda who asks questions (one at a time) listens, really listens. The coach has no answers, but facilitates their coaching partners answers. Maybe its time to get back to basics for all coaches!
- 33 What are the greatest risks to the coaching profession? The overuse of the term coaching to describe all sorts of interventions. Unqualified coaches Coaches who want to tell their clients what to do Media coverage of coaching as lightweight or artificial
- 34 What is Coaching not doing that the worlds of Business is aching for by way of need...?? A:- Coaching is not closing the capability gaps for senior people. It does not have enough people who have Senior careers and have BECOME Coaches Coaches cannot 'blend' what's required to 'dance in the moment' and park the script and follow instinct while validating what's required with the client. Bring enough constructive challenge to this work and learn from what does and does not work.
- 35 -
- 36 Are you an internal coach for an organization or do you own your own business? Internal coach / employee of an organization
- 37 Q How do you feel about the number of different Coaching professional bodies there are? A I think it confuses clients and potentially causes loss of business or extra expense in joining more than one, if a particular industry or sector has a preference for a particular professional body. I'd like to see a careful considered merging of all of them into one
- 38 What's your passion? Raising people to their highest level by providing the best tools and support.
-
-

70. As stated in the opening of this survey and in the newsletter or other formats you heard about this survey from, we've designed these questions to possibly have some immediate benefit to you - almost like asking you coaching questions for your own development. What 'value' or 'benefit', if any, do you feel you gained from participating in this survey?

	Responses	Percent
Responses: 	80	100%
Total Responded to this question:	80	78.43%
Total who skipped this question:	22	21.57%
Total:	102	100%

Graph/Chart function not relevant for this question type.

70. As stated in the opening of this survey and in the newsletter or other formats you heard about this survey from, we've designed these questions to possibly have some immediate benefit to you - almost like asking you coaching questions for your own development. What 'value' or 'benefit', if any, do you feel you gained from participating in this survey?

Response Response Text

- 1 It has been good to challenge my own thinking/behaviours as to what I'm doing, why, how well, etc.
- 2 Some interesting reflection. Gives an indicator of what preoccupies the designers of the survey as professional providers. Cool!
- 3 Helps me to slow down and consider my purpose again
- 4 only helping out
- 5 The Vlaues piece was useful. Appreciated the business sector as well - just back from a day of working on the business with colleagues.
- 6 Validation - realising how much work I've put in to get my head round how to be good at coaching.
- 7 Some thoughts about what I actually do and practices I can improve on
- 8 mostly curious to see what you were surveying
- 9 Thought about how I use my time in self development and business development
- 10 The questions really brought home to me the importance of what we do as coaches AND the various pieces needed to create a viable business. Thank you for the opportunity to participate.
- 11 I knew my weaknesses before starting on the survey, and I know they're mine. I would like to know why you're asking though.
- 12 Helped me focus a little more.
- 13 It's made me think about my own development, and the steps I need to take there. It's confirmed a tentative idea I've had about investing some precious cash in a development course that's coming up shortly. And it's lowered my level of skepticism about you and your company.
- 14 nice time for reflection, focus on my practice
- 15 little
- 16 Gave me the opportunity to think about developmental areas I'd like to focus more on.
- 17 Hopefully I may have been able to contribute for the benefit of others. For myself I have been able to articulate my concerns more specifically.
- 18 This was really valuable actually, I learned that I really do need to get some more business knowledge and build my client base and maybe spend less time on learning "for the sake of it". It may also be time to hire a coach and find out who my Target Market is.
- 19 It was an interesting exercise however I am not sure I have specifically benefited. I enjoyed doing it and was happy to respond to the answers. I am not sure they have facilitated any particular inisghts more simply satisfied a curiosity as to what the survey actually contained. Maybe I am just a bit of a sticky beak and I dont want to be the one that misses out!!!!
- 20 prompt to explore my own skills and plan more
- 21 Heighten awareness of what I have in my hands and how I have been able to share with others. This has left me with a a greater appreciation and I am grateful.
- 22 It was good to think through how I viewed myself. It raised awareness of the professionalism
- 23 Yes it was awesome I have become aware of areas that I can improve on and also recognised what I have achieved thus far
- 24 Systematic questioning approach
- 25 i can use some of the questions in my own work
- 26 None
- 27 A strategic time to look where I am and criteria to situate oneself
- 28 Feel like i am part of this community. Thank you

29 Well done! Good survey even tho I answered mainly only *questions.

30 Validated I Am on track in terms of professional development

31 Made me think in more depth than usual about all 4 areas of mastery, not just coaching skills development. Hero question was revealing of my values and how I would like to be described as a coach!

32 To be more alert about my personal tasks

33 To develop a coaching forum for inspiring change in the world.

34 I feel I am being helpful. Other than that, nothing, really. I think about these issues every day.

35 repeating values realizing that I HAVE TO FIND A COACH AGAIN

36 Prompted self-reflection

37 It was much too long ...so I skipped several questions...it did spark thoughts though

38 Reviewing my values again. Thinking about myself as a coach keeps me mindful of how I come across as a coach, so thanks!

39 Helpful to evaluate what I spend my time on, how those expenditures are/are not producing results.

40 It's definitely been of value for ongoing clarification of my coaching direction.

41 importance of developing myself

42 Contribution to the overall results

43 ... a better understanding of self - a reflective process

44 My experience was positive. I am glad I took the time to complete this survey. As indicated from my answers I am in a stage of creating a "new normal" for myself. Answering the questions in this survey, reaffirmed my commitment to coaching. Helped me to KNOW that I am knowledgeable about my profession and that i continue to have a commitment to being the best coach i can be.

45 Some - interested in overall results so will depend on number of respondents and quality of analysis.

46 A lot!

47 Professionally, I want guys like you to do this sort of research and so I have been happy for the privilege of responding.

48 As is the case with good coaching questions, the effect is to promote introspection and I have gained a little clarity and insight from the process today.

49 not sure

50 I definitely need more organization in all areas

51 Being able to share my thoughts and feelings about the coaching profession.

52 I need to reassess if I need a coach at the moment. I'm working with a consultant for the business development, a mentor for my studies, and I am very good at keeping some quiet time for self reflection and work. I wonder if instead of a consultant I might need a coach. My biggest barrier to hiring a coach is a couple of bad experiences with coaches where I felt we were not going anywhere or who wanted to change who I was in order to fit and be happy with what I have. I tried each for a couple of years but my goals and needs were not hired than their vision, and I chose to move on.

53 Interesting... But not much!

54 It is too much. But anyway they made me think. Thanks

55 Good reminder to consider my personal and professional development

56 do not know

57 The importance of business skills for coaches

58 more awareness of what I address good enough and what not

59 It has refocused me

60 Helping you research coaches opinions.

61 being aware that frequentation of other coaches helps me to grow

62 A BIT LIKE, What's in it for me? I suppose being heard allowing some freedom of expression

63 I realized that I've been coasting and not developing myself -- just relying on the same skills that either come naturally to me or have been developed over a period of years.

64 I've seen my weakness, but I should work on my strengths too.

65 Need to sell more and mentor coaching for myself

66 It showed me what I need to work on to become a successful coach and I don't spend enough time developing my business.

67 It made me look at things I need to start doing to be a better business person - develop my coaching business, as well as, continue to develop my coaching skills.


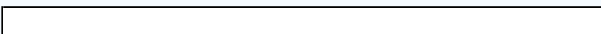
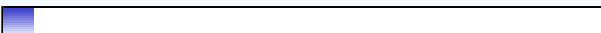
68 Identifying my lack of motivation and focus on the business side of my practice. My lack of formalised qualifications as a coach even though I have done some training and workshops in this field. Under utilisation and lack of structure in some sessions. Lost opportunity to maximise my practice. thank you for this opportunity

69 It has made me think about how much I want to move forward and whether I am going to do anything about it.

70 Most of this is clear to me (instinctive answers) Perhaps my scores on what I'm doing to address Development needs could be a higher score and therefore needs more attention.

- 71 re opened my eyes for being more informed
- 72 the gain is to be more active to find client
- 73 I really appreciate Noel's website and his enthusiasm and ideas so I wanted to support his efforts.
- 74 getting feedback from coaches from other countries than mine
- 75 Self-awareness regarding how I'm living to my core values
- 76 Sharing
- 77 Reinforced some thinking I'd been doing anyway about where my energies are going and how useful that really is right now
- 78 Helping you help the profession
- 79 I got to question myself.
- 80 It really showed me where my weakness is in self promotion and in taking the time to sit down and figure out if I really want to be doing any kind of coaching.
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71. Once this survey closes I'll make the report available on one or more of our websites and I'll let those on our askacoach.com newsletter list know about it. There will be NO CHARGE for accessing this report...just sharing the findings. Would you read it?

	Responses	Percent
Yes: 	76	95%
No: 	0	0%
Don't know: 	4	5%
Total Responded to this question:		80 78.43%
Total who skipped this question:		22 21.57%
Total:		102 100%

