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Sent: Wednesday, June 04, 2003 4:30 PM

To: Dave, Kim and Thai

Thinking Assessment

This tool enables you to provide feedback so that your colleague can continue to improve his or her coaching skills. Use the ratings below to assess your coach's proficiency level with each skill listed. In the box next to each skill, type in the number that reflects your assessment.

Rating	Proficiency	Description
1	Not Proficient	Little ability; need significant improvement
2	Somewhat Proficient	Use; still find it awkward
3	Very Proficient	Considerable ability, use frequently
4	Extremely Proficient	Outstanding ability; can teach others
NA	Not Applicable	Wasn't relevant for our coaching sessions

Coach helped me clarify my goals.	4
Coach helped me explore my current thinking about a situation.	3
Coach encouraged me to create my own options or solutions.	4
Coach brainstormed with me to generate ideas, alternatives, and possible solutions.	4
Coach encouraged me to define my next steps.	4
Coach held me accountable for my next steps.	3
Coach acknowledged progress I made towards my goals and qualities I've developed along the way.	4
Coach helped me celebrate my learning that came from my successes, failures, disappointments, and wins.	4
Coach was a champion for me when my confidence was low and I doubted my abilities in the moment.	3
Coach followed my lead and was willing to go in my direction and flow.	3
Coach asked powerful questions that evoke clarity, action, discovery, insight, and/or commitment.	3
Coach reframed my perspective so I saw things in a different way.	3
Coach challenged me to stretch beyond my self-imposed limits.	3
Coach encouraged me to get to the "bottom line" and essence of my communication rather than engage in long descriptive stories.	4
Coach was 100% focused on me.	3
Coach heard emotional information that I may or may not have communicated with words.	3

Coach paraphrased both the content and the emotions I expressed.	4
Coach summarized my main points to provide clarity.	4
Coach asked questions to clarify points that were vague or unclear.	4
Coach used metaphors to help me understand a situation or myself more clearly.	3
Coach made it safe for me to vent my frustrations.	3
Coach was brief and succinct in his/her communication.	3