

Heartland Coaches Association

Post-Service Grant Evaluation

Organization: **Unity**

Name and title: **J.F**

Dates of coaching services received (months/year): **December 2009 & January 2010**

1. On a scale of 1 to 10, with 10 being most useful, please rate the usefulness and satisfaction of your coaching experience **10**

2. Please describe/characterize your coaching experience **My coach and I met 5 times as part of the grant, plus I engaged her services for an additional 4 sessions. After our initial meeting, each week I would set goals or tasks for myself (or sometimes she would provide them), and would determine the agenda for our next meeting. I would occasionally report back to her during the week regarding progress.**

3. Please provide specific examples of any changes you have made, goals that you've achieved, or tangible results as a result of your coaching experience. **I created a list of ways to assist my staff through the changes that have occurred and will continue to occur at Unity, and have been implementing them. I also developed a document with pre-project planning questions that I hope to incorporate into future projects that are handled by the Project Management Office. In both cases, this facilitated the exchange of information and resulted in additional clarity regarding expectations.**

4. What have you learned, or discovered about yourself, as a result of your coaching experience? **Primarily, I gained confidence and learned that I'm more capable than I sometimes feel. It also made me more aware of how strongly I feel about Unity's success, as well as emphasizing the importance of helping my staff feel valued for their contributions and more confident about their own capabilities.**

5. What aspects or features of coaching did you find most helpful? **She served as a non-judgmental mirror, enabling me to examine my concerns and determine whether or not they were grounded in reality, and if so, to find a positive way to approach them. She also has me complete the MBTI, and it provided insights that we were able to use during our discussions. An additional “homework” exercise was very valuable in helping me to see my “professional self” in a more positive light.**

6. How do you see your coaching experience impacting your personal and/or professional life going forward? **I believe I will feel more comfortable in my interactions with peers, staff, and members of the Executive Team. I also continue to work on gaining more clarity around long-term professional and personal goals.**

7. Recognizing that coaching does not include providing advice, how could your coach have conducted your sessions differently that would have improved your coaching experience? **I feel that we accomplished the goals that had been set by Unity and by me, and can’t think of anything that I would suggest for improvement. I greatly appreciate having had the opportunity to meet and work with her as a result of the service grant to Unity.**