

Coaching Skills Training Course Assessment Answers

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About this book

This is the assessment from Coaching Skills Training Course, your toolbox to coaching yourself and others with exercises and scripts. If you'd like to order a copy of the main book please either visit www.UoLearn.com where both printed books and ebooks are available or your favorite online bookseller.



Coaching Skills Training Course

Your toolkit to coaching yourself and others, with exercises and scripts

ISBN: 978-1-84937-005-9, Order at www.UoLearn.com

This book gives you an easy to follow structure to design inspiring coaching sessions.

- ✓ An easy to follow 5 step model to guide you through the coaching process.
- ✓ Exercises will help you enhance your skills
- ✓ Work at your own pace to increase your ability
- ✓ How to use NLP in your coaching
- ✓ Over 25 ready to use ideas

A toolbox of ideas to help you become a great coach.

Assessment and Evaluation Answers

1. What are the three perceptual positions? (3)
1st position = view as yourself
2nd position= view as the other person would i.e. put yourself in their shoes
3rd position = view as an impartial observer, i.e. a fly on the wall
2. What is a 'mind read'? (1)
Believing you can tell or know what someone is thinking without actually asking them.
3. What does NLP stand for? (1)
Neuro Linguistic Programming
4. What's the difference between coaching and therapy? (1)
Coaching tends to be future focused and more directive where as therapy can concentrate more on past issues and dealing with painful emotions and issues.
5. List three types of coaching. (3)
Any 3 of the following: life coaching, career coaching, sports coaching, executive coaching, performance coaching or health coaching.
6. What does 'Conscious Competence' mean? (1)
To know what you can do and are capable of doing, you may also need to think about it whilst doing it.
7. List four types of learning styles. (4)
Activist, Reflector, Theorist, Pragmatist
8. When would a coachee need to be referred to an external professional? (1)
When they have a hidden or obvious issue which needs to be dealt with by a professional. The issue may get in the way of the effective coaching until it has been resolved. They may need some form of therapy. The coaching manager is not able to or skilled to deal with the issue.
9. List five words used to start open questions. (5)
What, Where, When, Who, How
10. Which question word do you avoid using when coaching? (1)
Why

11. List three things you can do to create rapport. (3)
Any of the following: Match/mirror a person's body language; Pace their breathing; Pace their speech; Pace their eye patterns; Use similar words to them; Appear to be like them
12. What is the best way to give feedback? (1)
Use a positive sandwich
13. Do you sit facing a coachee or to the side on an angle? (1)
To the side on an angle
14. List three ways you could break a coachee's pattern. (3)
Any of the following: Swot and imaginary fly; Interrupt them and change the subject; Clap your hands; See something out of the window; Ask them a strange question; Drop your pen and shift the conversation
15. Is 'fruit' a chunk up or down from 'apple'? (1)
Up
16. Would you chunk up or down to get more detailed information from a coachee? (1)
Down
17. How would you get a coachee to consider their impact on others? (1)
Use the 51% rule accepting responsibility or use the perceptual positions.
18. List five ground rules of effective coaching. (5)
Confidentiality, Time keeping, Respect, Honesty, Being non-judgmental
19. What is a limiting belief? (1)
A negative belief about yourself that holds you back or gets in the way.
20. What does a sun diagram highlight? (1)
All the possible options to achieve your goal; it brainstorms many possibilities.
21. What are three different preferred senses/learning/communication methods? (3)
Visual, Auditory and Kinesthetic

22. What are the five senses anchors can be based on? (5)
Sight, Smell, Touch, Taste and Sound

23. What (typically) would someone be doing when they look up to the right when answering? (1)
Remembering something they saw.

24. What would you use The Three W's for? (1)
To structure a coaching session.

25. What are the four 'I'm OK-You're OK' models of behavior? (4)
**I'm Okay, You're Okay; I'm Okay, You're not Okay;
I'm not Okay, You're Okay; I'm not Okay, You're not Okay;**

26. Why use a well formed outcome? (1)
To ensure a goal is worth achieving and is not going to provide any negative outcomes for yourself and others. To look at all the possible outcomes of achieving the goal good and bad.

27. What is generally the biggest fear people have of being out of their comfort zone? (1)
The fear of failure

28. What is the percentage split for physiology, voice and words when people are not communicating effectively? (3)
Physiology = 55%, Voice = 38% and Words = 7%

29. What would you do if you were to micro-mirror someone? (1)
Copy what they did by making a smaller movement and doing the opposite. I.e. if they cross their leg on the knee to the right, then you would cross your leg at the ankle to the left.

30. What does psychogeography mean? (1)
Personal space and spatial awareness/ distance that you need to respect and observe between the client and coach.

Max total (60)