



Coaching Mindset Index

Sample Report Preview



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Introduction

Coaching is a process in which one person (the coach) helps another (the coachee) identify and achieve important outcomes through the use of sharing feedback, setting goals, and finding solutions.

Once a luxury afforded only to senior-level organizational leaders, the application of coaching has expanded vastly. Today, coaching includes internal organizational coaching, managers coaching colleagues, and professionals without formal supervisory relationships using coaching to influence and motivate the people around them. Coaching has become pervasive in the workplace because when implemented successfully, coaching drives better performance. Coaching helps people change for the better and operate at their best, an outcome that enriches careers and creates positive results throughout organizations.

A Coaching Mindset is the belief that coaching can effect positive change in others.

The Coaching Mindset Index (CMI) is a science-based assessment designed to help individuals understand how they coach others and what they can do to optimize their coaching capability. As you will read in the following pages, the CMI identifies your Coaching Style and also measures how you utilize six core Coaching Strategies. The effectiveness of any particular Coaching Strategy will depend on the context in which you are coaching, the needs of the coachee, and your relationship with that individual.

This report will help you understand the Coaching Strategies you are currently using and which ones you might want to develop further based on your role, context, and the type of coaching you engage. The CMI measures *how* you coach, not *how well* you coach. By developing an understanding of your own Coaching Style and Strategies, you are better equipped to monitor your own effectiveness, consider different approaches, and respond to the most pressing needs of the individuals you are coaching.

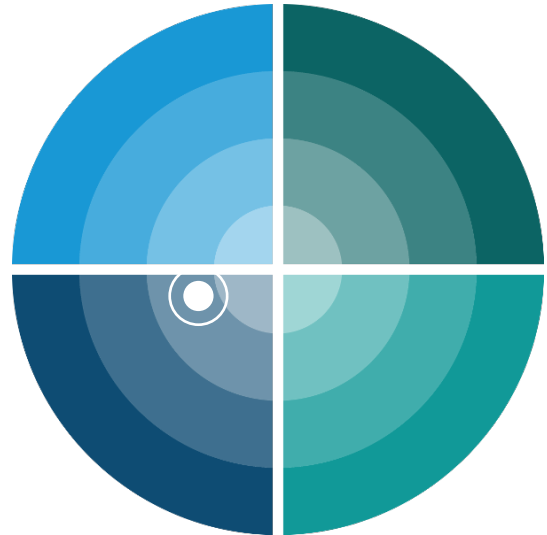
Action Planning

This report provides you with valuable information about your Coaching Style and Strategies, as well as a foundation for your continued development as a coach. Once you have reviewed your individual results, use the Action Planner at the end of this report to set targeted goals for yourself. When identifying your goals, be sure to consider carefully what type of coach you want to be and the context you are in. In order to sustain your development, you may wish to identify an accountability partner to help you stay on track with your goals.

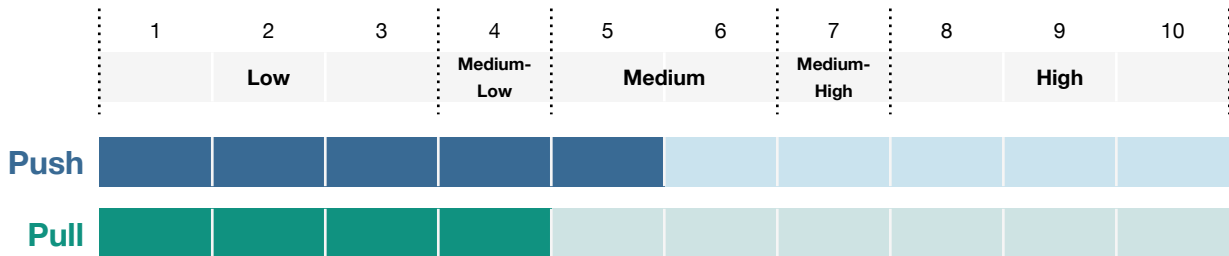
Your Coaching Style

Independent

You are likely to provide your coachees with a high degree of autonomy. You may be less active than other coaches in communicating expectations, solving problems, or providing feedback. When this style works to your advantage, you may promote independence and self-reliance in your coachees. Your coachees may find they are more capable than they realized. A potential drawback to this style is that you may resent or have difficulty recognizing when some coachees need more time, more energy, or more input than you are willing or able to provide.



Your Push/Pull Balance



Reflection Questions

1. What parts of the description of your Coaching Style above do you most identify with? Are there any parts you don't identify with?
2. How well is your Coaching Style working for you? What are the benefits for your coachees? Are there any drawbacks?
3. How easily could you flex to use one of the other three Coaching Styles? If you think you could be more versatile, what would that look like and what would you need to get there?

Your Coaching Strategies

Below are your scores for each of the individual coaching strategies. These scores compare you to all of the people who have taken the CMI by assigning you a number on a 1-10 scale. A score of 5.5 is the median, and scores closer to the center are the most common. To learn more about the CMI's scoring methodology, please visit <http://info.aiirconsulting.com/CMI-scoring>.



Sharing Feedback



Setting Goals



Finding Solutions



Reflection Questions

1. Choose the Strategy on which you score the highest. What would it look like if you were overusing this Coaching Strategy? How would you know if you were?
2. On which of the six Coaching Strategies do you score lowest? What benefits, if any, might there be to using more of that particular behavior?
3. When you consider your highest and your lowest scores, how might that combination play out in your behavior? How would it be perceived by others?



About Coaching Mindset

The Coaching Mindset Index was developed by Jennifer Hall, Ph.D. and Mark Davis, Ph.D. in association with AIIR Consulting. Jen Hall is an executive coach, leadership speaker, clinical psychologist, and passionate advocate for the transformative power of coaching. Mark Davis is a professor of Psychology at Eckerd College. He has helped create several other assessment instruments, including the Interpersonal Reactivity Index, the Conflict Dynamics Profile, and the Entrepreneurial Mindset Profile.

The Coaching Mindset Index was developed from our passion for helping leaders evolve and better contribute to their organizations. Too often, leadership training programs, whether focused on coaching or otherwise, fail to create lasting behavioral change. We created the Coaching Mindset Index as a simple, memorable, and effective framework for guiding leadership coaching practice. The Coaching Mindset Index is meant to create understanding, first and foremost, and to provide the foundation for further development.



About AIIR Consulting

AIIR Consulting is setting the standard in next-generation Leadership Development and Executive Coaching. AIIR Consulting is a global leadership development firm dedicated to increasing the effectiveness and performance of leaders, teams, and organizations. Through the strategic integration of coaching and technology, AIIR Consulting brings agile leadership development to today's connected leader.

Through the Coaching Mindset Index, AIIR Consulting is using our experience and expertise in Executive Coaching to help organizations develop their unique coaching cultures. In addition to psychometric assessments, AIIR Consulting also provides Executive Coaching, Team Effectiveness, Leadership Development, Talent & Culture Advisory, and Coaching Technology.