

UNLOQ

UNLOQ Leadership Development Program

People and Organization Management

Preview Report

We spark
We guide
We empower
We unlock

UNLOQ





Dear John Doe,

You will receive herewith the report with the results of the coaching process.

It consists of:

- ✓ Your basic data
- ✓ The objectives you formulated and to what extent you managed to achieve them
- ✓ Your improvements regarding the basic psychological needs at work
- ✓ Your view of people (mindset)
- ✓ How you experienced the coaching (Coach relationship)

Confidentiality

This report is available to you as a client and to me as a coach. It is up to you to decide whether others (or who) will receive more insight from this report.

If you have any questions or comments regarding this report, you know where to find me.

Sincerely,
Jane Doe



Section 1: Basic client data

Question	Answer
What is your date of birth?	1995-07-22
What is your gender?	Male
What is your highest level of educational attainment?	Higher education: Master's
Who initiated the coaching?	Myself
My coaching is voluntary/mandatory	Voluntary
Have you ever had a coach before?	No



Section 2: Coaching Objectives

No.	Description	Shared with	Status
1	I notice that I can inspire others, I would like to empower this strength.	Coach and respondent(s)	Relevant
2	My greatest strengths are to have insights in my teams as a supervisor, and I would like to confirm this feeling.	Coach and respondent(s)	Relevant
3	In order to increase my self confidence, it would be great to pass me some exercises.	Coach	Relevant
4	My greatest area of development would be to improve my soft skills a bit.	Coach and respondent(s)	Closed

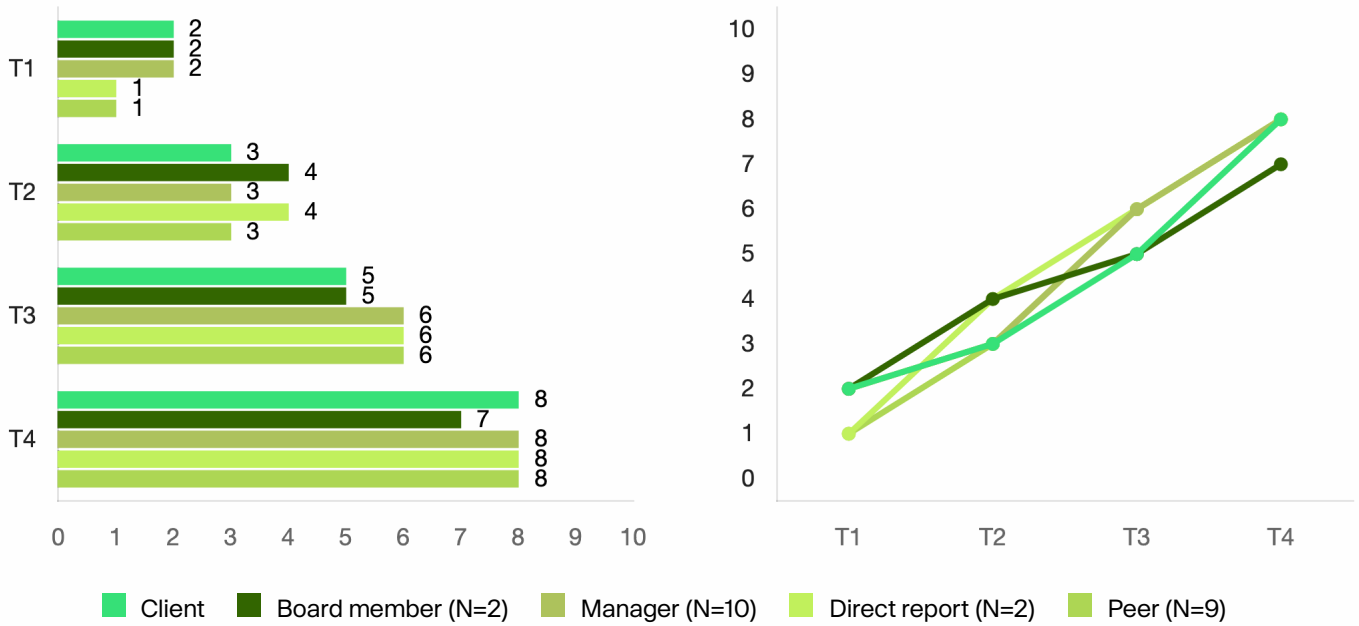
Coaching Objectives

Scales run from 0 to 10, where 0 stands for a very low score and 10 for the highest possible score. The lower the score, the more growth is possible towards the objective. The higher the score, the more the objective is reached.



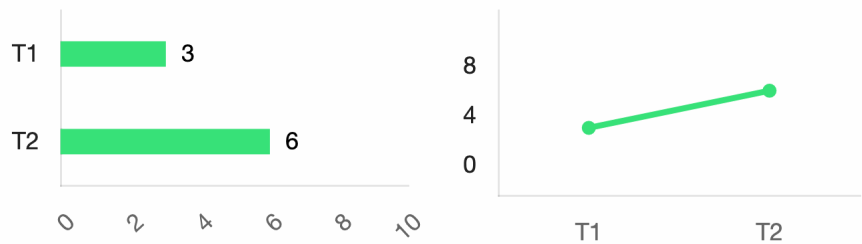
Coaching objective 1

I notice that I can inspire others, I would like to empower this strength.



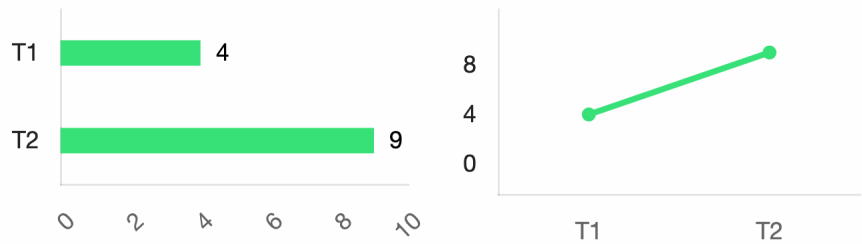
Motivation

How much I am motivated to achieve the objective



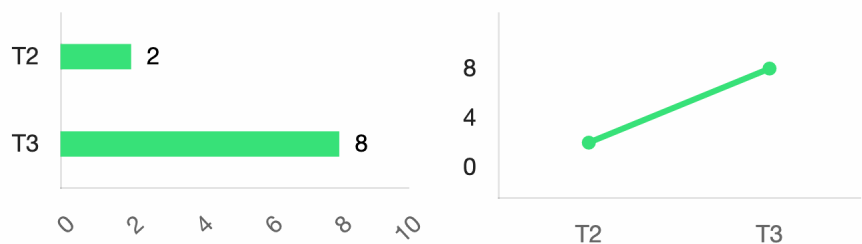
Confidence

How much I am confident to achieve the coaching objective



Independence

How much I am able to achieve this objective independently





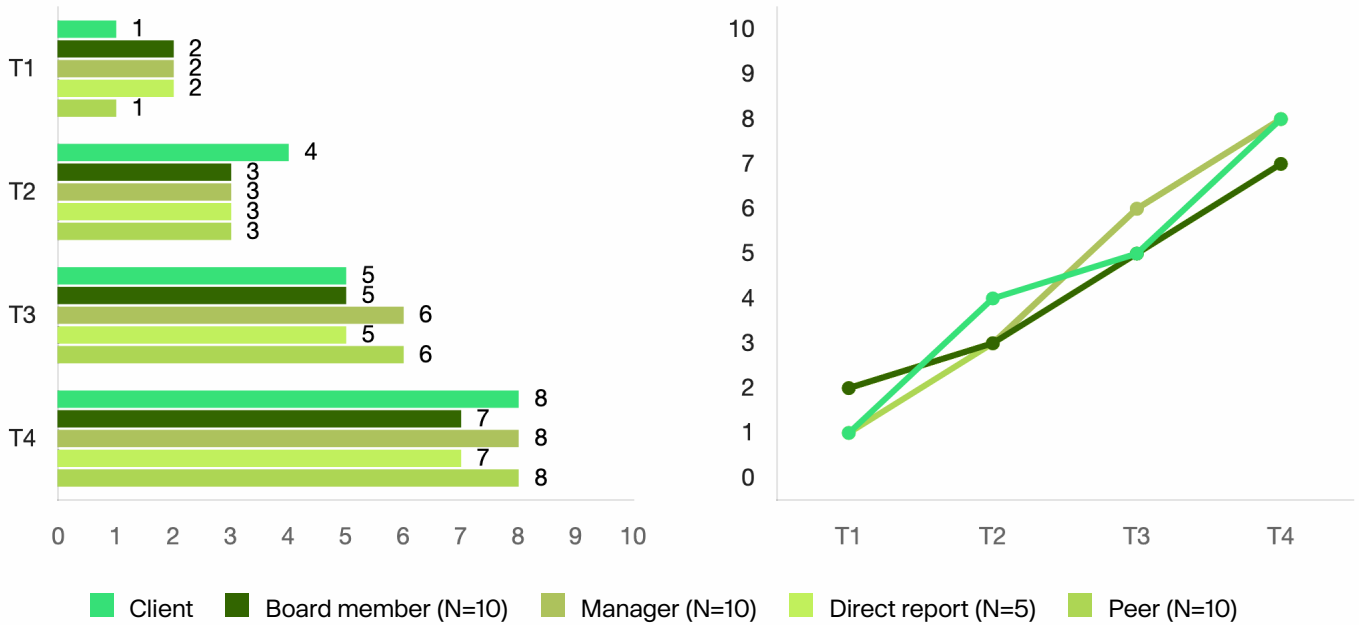
Respondent feedback

Measurement	Role	Explanation
T1	Direct report	Nice progress John Doe!
T1	Supplier	What a significant achievements have you made on this trajectory!
T1	Peer	Achieving a goal - Your determination and persistence inspire me



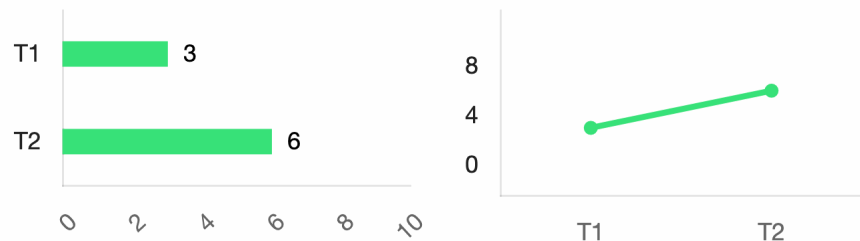
Coaching objective 2

My greatest strengths are to have insights in my teams as a supervisor, and I would like to confirm this feeling.



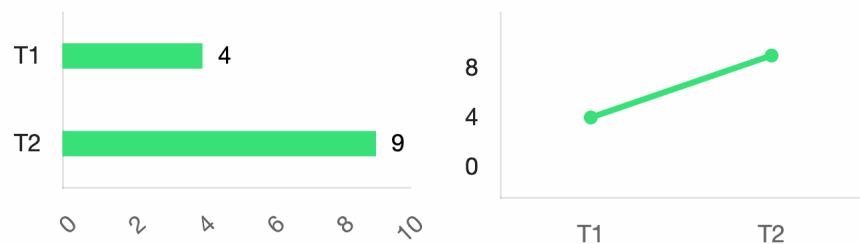
Motivation

How much I am motivated to achieve the objective



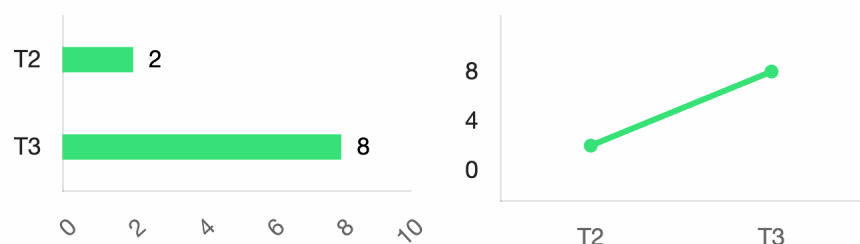
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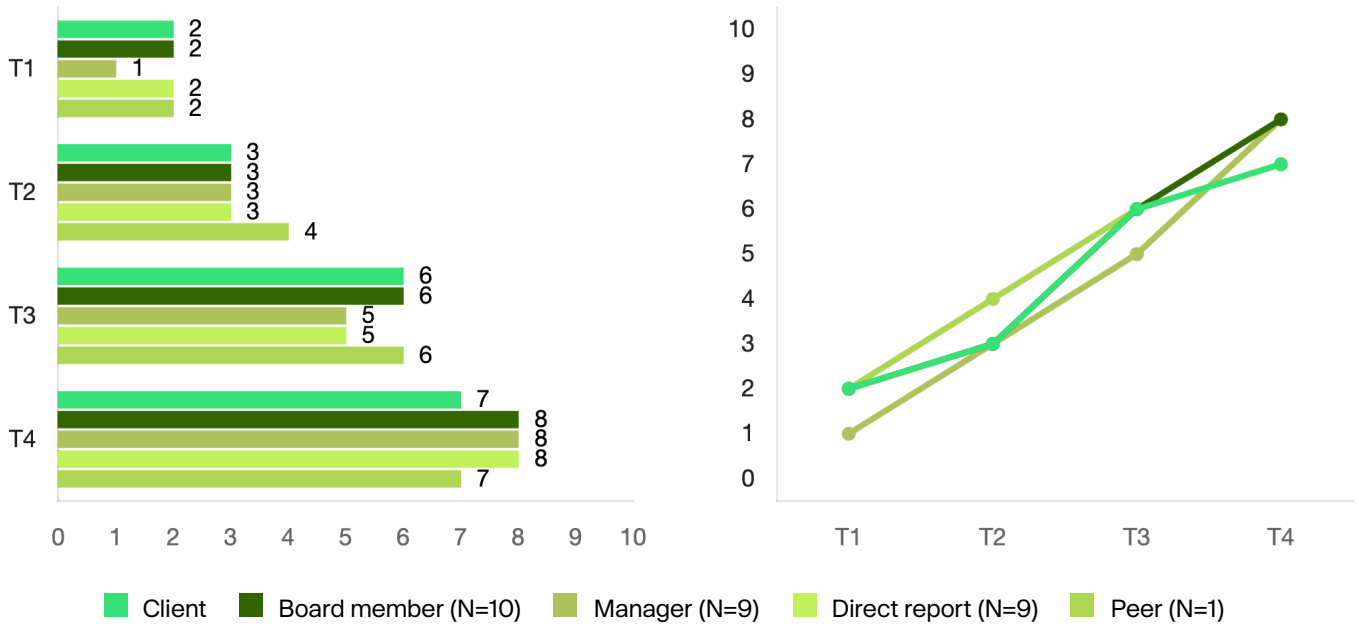
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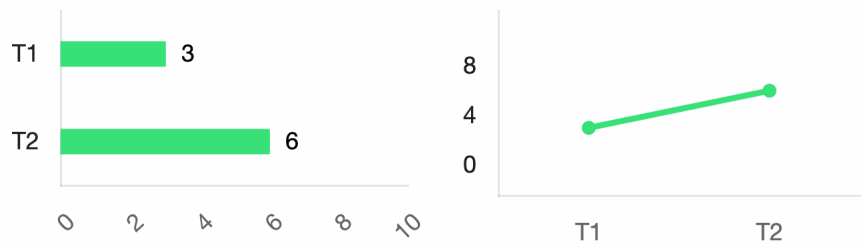
Coaching objective 3

In order to increase my self confidence, it would be great to pass me some exercises.



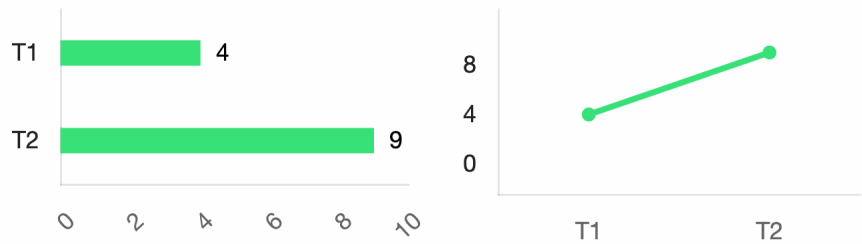
Motivation

How much I am motivated to achieve the objective



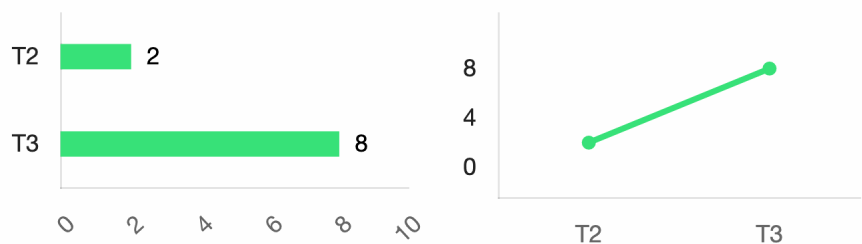
Confidence

How much I am confident to achieve the coaching objective



Independence

How much I am able to achieve this objective independently





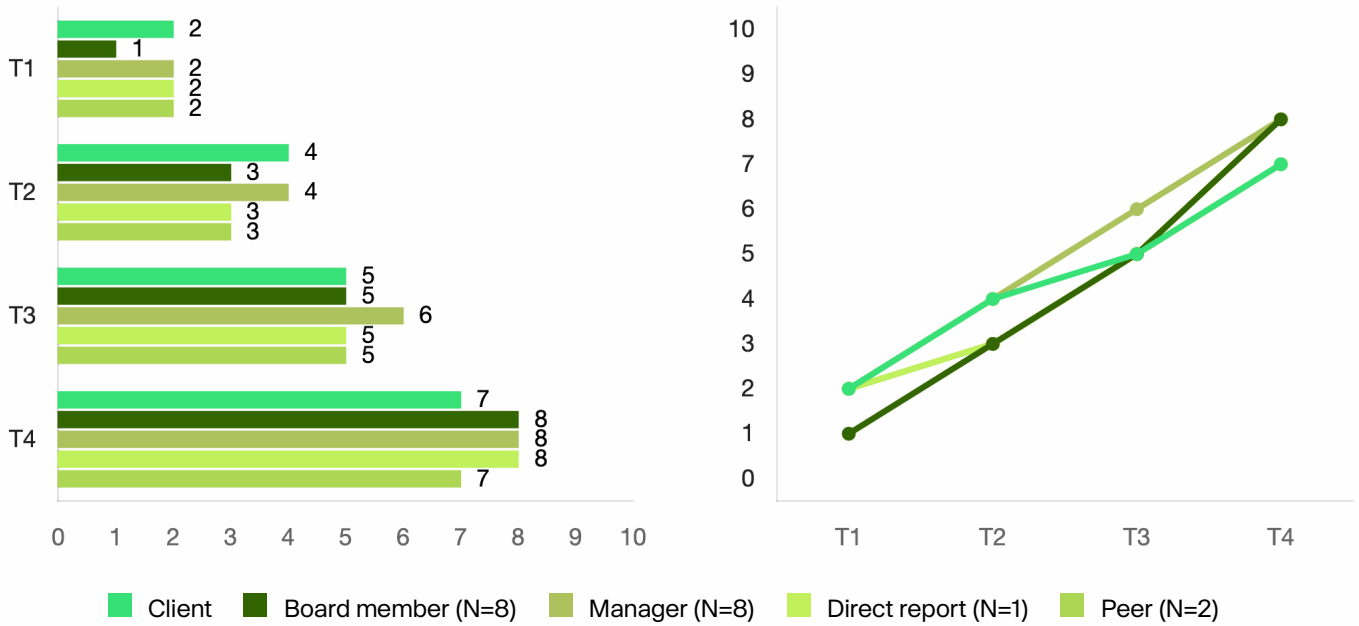
Respondent feedback

Measurement	Role	Explanation
T1	Direct report	Nice progress John Doe!
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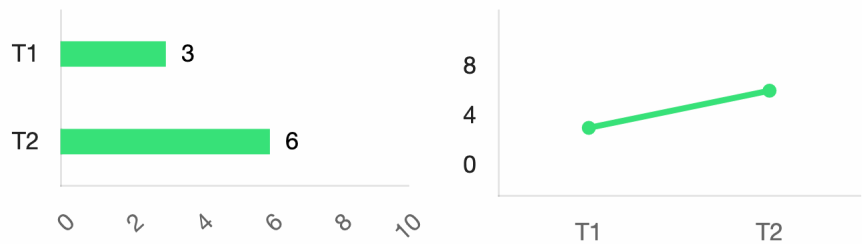
Coaching objective 4

My greatest area of development would be to improve my soft skills a bit.



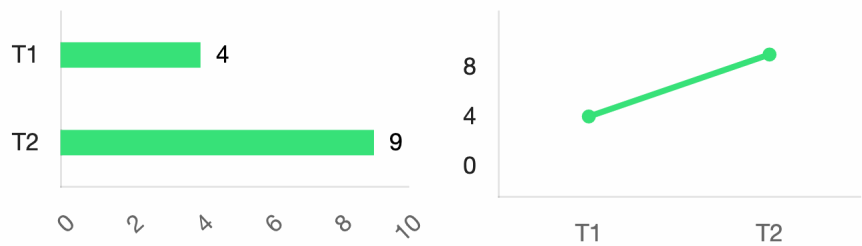
Motivation

How much I am motivated to achieve the objective



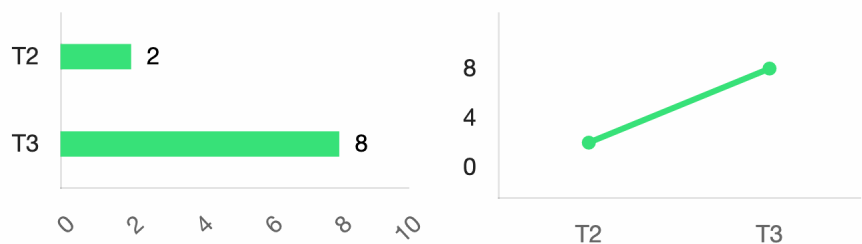
Confidence

How much I am confident to achieve the coaching objective



Independence

How much I am able to achieve this objective independently





Respondent feedback

Measurement	Role	Explanation
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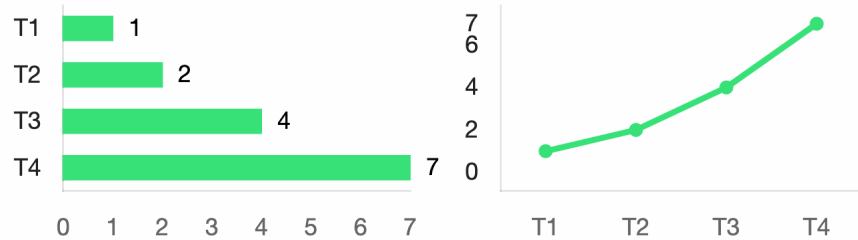


Section 3: Basic psychological needs at work

Every human being strives to fulfill their own psychological basic needs. The more these basic needs are fulfilled through and on the job the more a person is motivated to do their work better. Three basic needs are distinguished, namely: Autonomy, Competence and Relatedness.

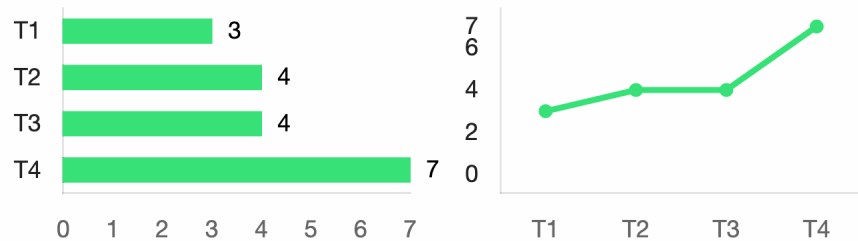
Autonomy

The freedom and authority to act for oneself within the job.



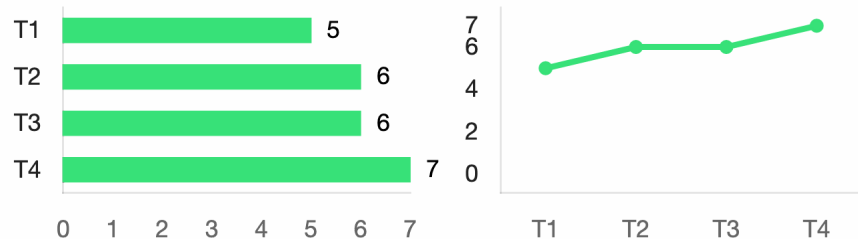
Competence

Utilizing one's own capabilities and being effective in interactions with others at work.



Relatedness

The feeling of belonging and close contact with others at work.



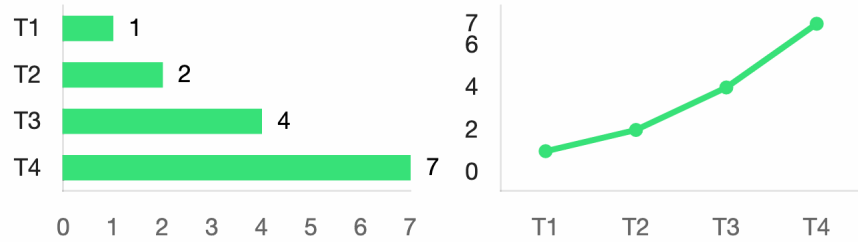


Section 4: Views on people (Mindset)

The extent to which a person believes that people (including themselves) can change their behaviour. The higher the score, the more the person believes that people can change (growth mindset). The lower the score, the more the person is convinced that people cannot change (fixed mindset).

Views on people (Mindset)

The extent to which a person believes that people can change and develop.



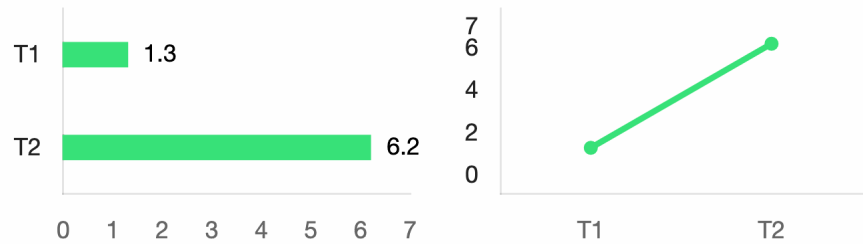


Section 5: Coaching relationship

A coach and client collaborate to achieve the client's goals. This professional collaboration is called the 'coaching alliance'. Three aspects are distinguished regarding the working alliance: Affective bond, Task orientation and Objective orientation.

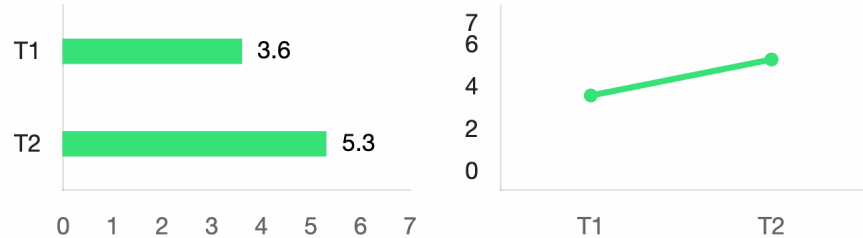
Affective bond

The extent to which there is a good working alliance between coach and client.



Task

The extent to which a client is satisfied about the coaching approach and method.



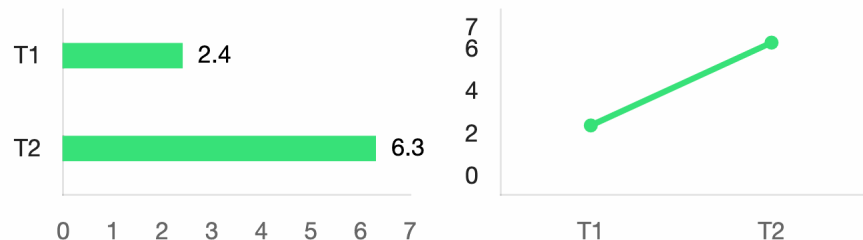
Objectives

The extent to which a client is satisfied about the objectives to be achieved.



Total score

Total scores of affective bond, task orientation and objectives.





Section 6: Evaluation of the coaching process

Question	Answer
The coaching was a good way to work on my development.	Agree strongly
My coach adequately guided me in achieving my objectives.	Agree moderately
The working method within the coaching programme was well suited to my situation.	Agree strongly
I give the overall coaching programme the final grade	8
I rate my coach	9
I would recommend this type of coaching to other people	8



Final remarks

Dear John Doe,

I wish you a lot of success and (work) pleasure in maintaining these coaching results!

Do not hesitate to contact me as soon as you notice that you want to get started.