

COACHING DIAGNOSTIC & METHODOLOGY



Engage starts with a ten-minute online-line coaching diagnostic. The Coach Report provides scientific insight into the coachee's psychological mindset (thoughts, beliefs & attitudes) highlighting:

- Areas of interference which inhibit performance potential
- Areas of growth
- Strengths to accelerate, raising awareness of potential derailers

Engage assesses those things we can change and develop, rather than focussing on personality preferences, type or traits.

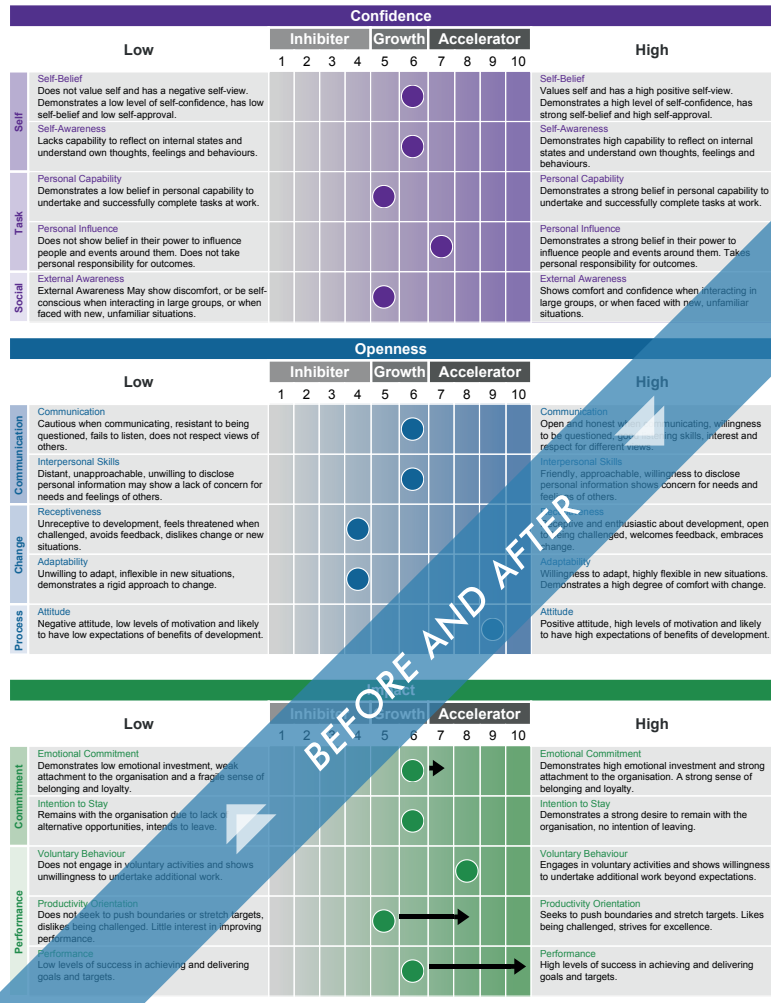
As a result, Engage has the unique ability to measure degree of shift during coaching. This enables the coach to demonstrate impact and capture valuable ROI data. Search for *coaching impact* on our website for more information.

The Coach Report provides guidance for the coach on how to tailor their approach for each coachee.

This allows organisations to implement a robust, consistent, structured approach to ensure best practice.

Engage supports:

- Executive Coaching
- Business Coaching
- Manager as Coach
- 1:1 Coaching
- Team Coaching
- Group Coaching
- Coaching Cultures



Receptiveness

Score 4

Receptiveness is concerned with the degree to which a person is receptive to feedback and being challenged and reflects a person's attitude towards change, new experiences and learning. Responses suggest they currently may be somewhat resistant to change and learning. They may be slightly unreceptive to feedback and could feel a little threatened when challenged. Some encouragement to change could be beneficial.

Recommendations

- Build trust and credibility by creating the right atmosphere, be open, honest and transparent
- Share feedback sensitively and challenge thinking constructively
- Be prepared to overcome defensive, or resistant behaviour
- Explore and understand any fears associated with change, discuss worst case scenarios to help alleviate concerns, often things aren't as bad as they seem
- Discuss benefits and rationale associated with change, learning and trying something new
- Find examples where others have achieved outcomes using a different approach

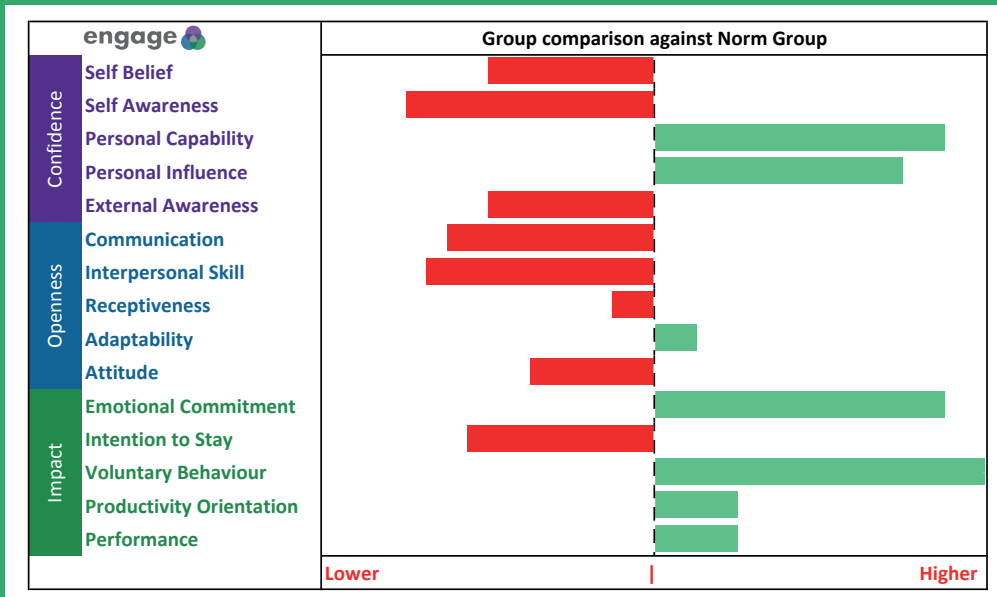
Prompts

- How do you feel about making changes?
- What are some of the things you would like to change, at work and personally?
- What currently stands in your way of making some of these changes?
- What and who could support you?
- What are the personal benefits of change?
- What are the work outcomes and performance benefits?
- What could you be more receptive to?

TEAM/GROUP COACHING

Below is an example insight into the collective mindset of a group of managers. How would their mindset impact the culture of the organisation?

The more the scores vary, the greater the impact. For high scores, potential derailers come into play.



Sample Engage reports are available at engagecoach.com/downloads

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“Engage provides those involved in people change and development with a robust diagnostic tool, a rigorous intervention approach, and an accurate way of measuring impact.”

Rachel Lewis, Occupational Psychologist (and runner up Psychologist of the Year 2017)

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“Engage provides the quality of insight needed to understand change resistance and to make change an asset rather than a liability. I recommend Engage in any coaching context, whether at individual, team, or group level.”

David Clutterbuck, Coach and Author

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Drive organisational performance through people change

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