



Coaching Behaviour Observation Scale

From: Heslin, P.A., Vandewalle, D., Latham, G.P. (2006). Keen to Help? Managers' Implicit Person Theories and their Subsequent Employee Coaching. *Personnel Psychology* (in press).

To what extent did your coach:

1. Provide guidance regarding performance expectations?

Not at all					A great deal				
1	2	3	4	5					

2. Help you to analyze your performance?

Not at all					A great deal				
1	2	3	4	5					

3. Provide constructive feedback regarding areas for improvement?

Not at all					A great deal				
1	2	3	4	5					

4. Offer useful suggestions regarding how you can improve your performance?

Not at all					A great deal				
1	2	3	4	5					

5. Act as a sounding board for you to develop your ideas?

Not at all					A great deal				
1	2	3	4	5					

6. Facilitate creative thinking to help solve problems?

Not at all					A great deal				
1	2	3	4	5					

7. Encourage you to explore and try out new alternatives?

Not at all					A great deal				
1	2	3	4	5					

8. Express confidence that you can develop and improve?

Not at all					A great deal				
1	2	3	4	5					

9. Encourage you to continuously develop and improve?

Not at all					A great deal				
1	2	3	4	5					

10. Support you in taking on new challenges?

Not at all					A great deal				
1	2	3	4	5					