



## MANAGEMENT COACHING BEHAVIOUR QUESTIONNAIRE\*

\*From: Ellinger, A.D., Ellinger, A.E., & Keller, S.B. (2003). Supervisory coaching behavior, employee satisfaction, and warehouse employee performance: A dyadic perspective in the distribution industry. *Human Resource Development Quarterly*. 14(4), 435-458.

### 1. I use analogies, scenarios, and examples to help my employees learn

Almost never			Almost always			
1	2	3	4	5	6	7

### 2. I encourage my employees to broaden their perspectives by helping them to see the big picture

Almost never			Almost always			
1	2	3	4	5	6	7

### 3. I provide constructive feedback to my employees

Almost never			Almost always			
1	2	3	4	5	6	7

### 4. I solicit feedback from my employees to ensure that my interactions are helpful to them

Almost never			Almost always			
1	2	3	4	5	6	7

### 5. I provide my employees with resources so they can perform their jobs more effectively

Almost never			Almost always			
1	2	3	4	5	6	7

### 6. To help my employees think through issues, I ask questions, rather than provide solutions

Almost never			Almost always			
1	2	3	4	5	6	7

### 7. I set expectations with my employees and communicate the importance of those expectations to the broader goals of the organization

Almost never			Almost always			
1	2	3	4	5	6	7

### 8. To help them see different perspectives, I role-play with my employees

Almost never			Almost always			
1	2	3	4	5	6	7