



Activity 5: Coaching Test

This activity wants learners to test how good their coaching abilities are. Effective coaching skills mean being able to encourage team members to grow and reach their potential, helping team members exploring their goals and ambitions, encouraging positive changes within an organization, and identifying issues and challenges before they become major problems.

Abstract:

This activity aims at helping students understand and assess their coaching skills. This test provides advice and guidance that they can use to develop their team effectively.



Coaching Test

<https://www.mindtools.com/pages/article/coaching-skills-quiz.htm>

Topic:

coaching skills

Basic skills:

coaching and mentoring

Keywords:

coaching

Cost:

Free

Duration:

15 - 20 minutes

Rating:

(Tick the smiley to remember how much you liked it!)

😊 😐 😞





Description of learning outcomes

The learning outcomes of this activity are to:

- ✓ understand the potentiality of coaching activities
- ✓ learn how to make coaching effective
- ✓ discover how to encourage positive challenges
- ✓ identify positive issues and challenges
- ✓ understand how to lead teamwork exploring their goals and ambitions

Skills

- ✓ Coaching Skills
- ✓ listening
- ✓ questioning
- ✓ building Rapport
- ✓ empathising
- ✓ summarising
- ✓ reflecting
- ✓ unlocking Limiting Beliefs
- ✓ staying focused
- ✓ being non-judgemental and open-minded
- ✓ giving constructive feedback
- ✓ resisting temptation to tell

Knowledge

Learners will learn the six coaching rules, which are:

- ✓ Coaching is founded on confidentiality and trust.
- ✓ Solutions lie within the coachee.
- ✓ There is no judgment or fixed agenda, but there is an agreed goal.
- ✓ Coaching is about the whole person.
- ✓ The coach and coachee are equal partners.
- ✓ Coaching looks to the future and next actions.

Activity description Consider the following steps for the development of the activity.

Coaching Test

This is a test-based learning activity that allows learners to test their coaching skills. The amount of time

required to make the quiz is approximately 15-20 minutes

Preparation of activity

For preparing this activity, the learners need to enter <https://www.mindtools.com/pages/article/coaching-skills-quiz.htm>, and follow the instructions to answer the questions. Let them know what the task of this activity is: "Answer the questions to understand and assess your coaching skills, and receive a guidance that can be used to develop your team effectively."

Implementation of activity

- 1) Once entered the page, the learners play the quiz free of charge. For each statement, they should answer questions as they really see them rather than how they think they should, even if some questions seem to score in the "wrong direction."
- 2) Once completed the quiz, the learner can click the "Calculate My Total" button at the bottom of the test, and take a look at the advice and links that follow to discover what kind of coach they are and how good their skills are.

Assessment/ evaluation of activity

- 1) The activity is considered to be a success if the learners answer all questions and receive feedback at the end of the quiz.
- 2) Incite learners to read carefully the guidance and evaluate their actions accordingly, assessing weaknesses and encouraging positive behaviours.

Follow up

As this activity is prepared for qualification level, the coach comments on the way the learners can be good coaches by providing useful advice and theoretical input.





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Methodological summary:

- ✓ Working method: some information should be taught and followed by individual work and group discussions
- ✓ Assessment/evaluation method:
 - * Formative evaluation: make a quiz and ask the participants questions; presenting and comparing results with their hypothetical businesses, etc.
 - * Learning notes - incite the learners to take notes of the most important things they learnt (enhancing the ability to extract information and draw conclusions)
- ✓ Methodological recommendation for implementation in existing training measures:
 - * It is important to gain the learners' interest and to motivate them well for this task; they discover more about their personality and their ability to be successful coaches.
- ✓ Learning environment preparation: their own space
- ✓ Resources/ materials needed: computer, Internet connection, keyword, mouse
- ✓ Motivation drivers for learners: QEAS entrepreneur/ coach/ leader
- ✓ Suggested activity to do next: talk with real entrepreneurs and ask them how they understood their attitude to be good leaders and effective coaches for their team works.





Handout for participants


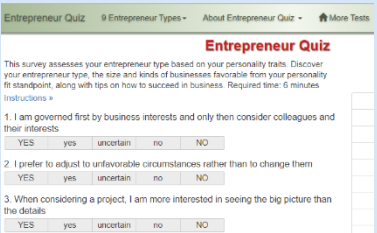

Coaching Test

Within this activity, you will discover your coaching skills, your attitude to be an effective leader, what types of coaching activities are required to encourage and lead team works, and how to improve your abilities.

Required Material

- ✓ Computer / Laptop
- ✓ Keyboard, mouse
- ✓ Internet connection

Your task:

Get ready for the activity!		
	<p>STEP 1 Connect to Internet, go to https://www.mindtools.com/pages/article/coaching-skills-quiz.htm, and start playing the quiz.</p>	<p>Consider... Think what you need for this activity.</p>
Do it...		
	<p>STEP 2 Answer all questions and get results. Read the description that corresponds to your coaching skills and abilities, and reflect if and how they could be improved.</p>	<p>Notes on Step 2 Keep in mind what you have learnt on entrepreneurship.</p>
Assesment...		
	<p>STEP 3 Let the coach give you feedback on your results at the end of the quiz.</p>	<p>Notes on Step 3 Useful tips and theoretical input by the coaches.</p>





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Your Notes:



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