

Module: Coaching Skills

Pre & Post Test Questionnaire

Session Test:

1. Coaching is a process through which two or more professional colleagues...
 - a. Do not reflect on current practices
 - b. Expand, refine, build skills & share ideas
 - c. Solve problems in the workplace
 - d. Both b & c
2. Which of the following has high level of involvement?
 - a. Instructing
 - b. Coaching
 - c. None of the above
 - d. Both a & b
3. Which one of the following is true?
 - a. Instructing is output oriented
 - b. Coaching is assignment oriented
 - c. Coaching is output oriented
 - d. None of the above
4. One of the benefits of coaching is that it –
 - a. Reduces work life balance
 - b. Helps in acquiring new skills & abilities
 - c. Increases stress levels
 - d. None of the above
5. Who is Coachable?
 - a. Someone who has the desire to learn
 - b. Someone willing to accept his mistakes

- c. Both a & b
 - d. None of the above
6. A good coach –
- a. Is not encouraging/positive
 - b. Is willing to experiment with new ideas
 - c. Compares to others performance
 - d. Does not learn from mistakes
7. “Equipping employees with required knowledge and skills for the job” is...
- a. On the job coaching
 - b. Off the job coaching
 - c. Training
 - d. None of the above
8. OJT is learning delivery method used for...
- a. New employees
 - b. Employees who require training
 - c. Cross training
 - d. All of the above
9. Purpose of on the job coaching is to develop job related skills by
- a. Observing
 - b. Analysing
 - c. Demonstrating
 - d. Feedback
 - e. All of the above
10. According to the willingness ability model, one should resort to coaching when there is...
- a. High willingness & low ability
 - b. Low willingness & High ability
 - c. High willingness & High ability
 - d. Low willingness & low ability