



## Rate Your Koach

Trainers, we encourage you to provide formal feedback on your Koaches, at least once per module, especially for new ones. The following 1-page assessment will assist you in targeting improvement ideas for individual feedback as well as staff training.

*Rate each Koach individually on each of 10 key skills, using the 5-point scale\*:*

5-excellent/a model skill

4-competen/good job

3-good, but some improvement still helpful

2-marginal/needs improvement

1-poor/non-existent

1. Koach stands near the Team Leader during activities, providing 2-4 Koaching prompts. \_\_\_\_
2. Koach talks 25% or less on average, not dominating conversations among the team. \_\_\_\_
3. Koach tends to ask strategic questions, 75% of his/her talking time, avoiding lecturing or telling Leaders what to do. \_\_\_\_
4. Koach provides quality assurance during the activities, assisting the Trainer in following the activity directions. \_\_\_\_
5. Koach maintains good team interaction, so outgoing personalities don't dominate conversations and less confident Leaders talk. \_\_\_\_
6. Koach arrives early enough for the Koach huddle with the Trainer, wears shirt, and seems prepared for each training session. \_\_\_\_
7. Koach stays after the training session to provide input on the session and receive any Koach feedback. \_\_\_\_
8. Koach stays engaged in the activities and Team Time discussions, without becoming overly competitive. \_\_\_\_
9. Koach provides "space" for Team Leader to lead and to strategize before jumping into the activity or being hijacked by a pushy leader. \_\_\_\_
10. Koach is affirming of the Leaders and creates a fun, learning environment for them. \_\_\_\_

Misc. comments/observations:

\*Totals: 46-50 great Koaching, keep it up. 40-45 good job, keep progressing; 35-39 consider some personal coaching or re-training; under 35, consider if this role is a good fit for you, no shame if it is not. ©2011 Alan E. Nelson, EdD [www.kidlead.com](http://www.kidlead.com)