



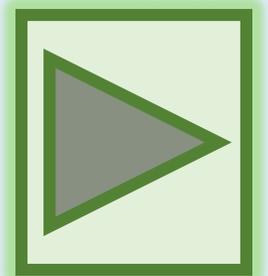
Choosing An Effective Business Coach

Quiz 3:
**Who is Responsible for Choosing
an Effective Business Coach?**

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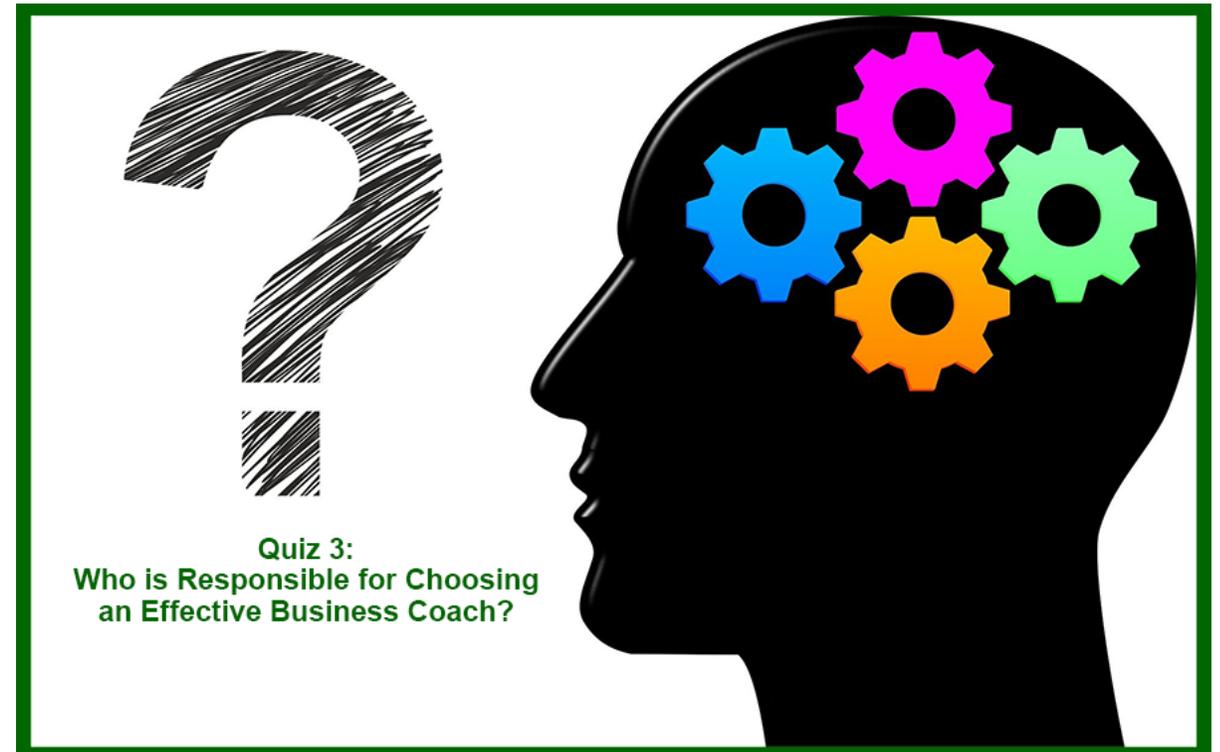
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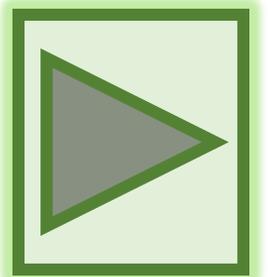


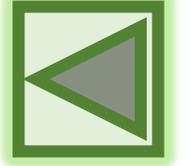
Instructions

1. These quizzes are intended to **help you learn**, since some people do this best when they 'apply' new information to questions or problems.
2. Click on the action button beside the response you think is best.
3. You will see if your response 'fits' or 'does not fit' the material that has been presented.
4. **The quizzes are not graded. There is no pass or fail**, just an opportunity to deepen your learning.



Start Quiz





1. Who is responsible for selecting a business coach?
(pick the best answer)

- The person being coached
- The person for whom the person being coached works – i.e. the person's being coached superior
- The person in the organization responsible for hiring | contracting with the business coach, and paying for her or his services
- Any one of the above, depending on the specific coaching situation





Right Answer

Who is responsible for selecting a business coach?

It depends ...

but generally the cost of a business coaching relationship should be treated as an investment. So the person paying the bills must be the one finally responsible for selecting the coach. That person can decide to involve others in the information gathering and evaluation process which leads to the decision. But the final responsibility for the decision belongs squarely with she or he who pays.

Next Question





Not the Best Answer

Who is responsible for selecting a business coach?

It depends ...

but generally the cost of a business coaching relationship should be treated as an investment. So the person paying the bills must be the one finally responsible for selecting the coach. That person can decide to involve others in the information gathering and evaluation process which leads to the decision. But the final responsibility for the decision belongs squarely with she or he who pays.

Next Question





2. Is there any reason to suppose that an effective working relationship with a business coach has value and can create a return on investment?

- Yes there is, from both academic research and from the systematic gathering of anecdotal experience from people who have been involved in business coaching
- No there is not – people believe this is the case, but there is little to no systematic evidence for it.





Right Answer

Is there any reason to suppose that an effective working relationship with a business coach has value and can create a return on investment? ...

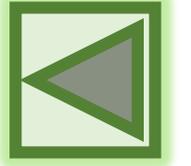
Academic research and systemically collected anecdotal experience collected from people involved with all sides of a coaching relationship indicate that **COACHING CAN HAVE A POSITIVE IMPACT**, resulting in improved business productivity.

However, not all business coaching relationships produce this result. Some can be 'ineffective' and do the opposite.

A good fit between the between the person being coached and the business coach is essential.

The business coach also needs to have better than average interpersonal (soft) skills. There will be more on this in subsequent modules.

Previous



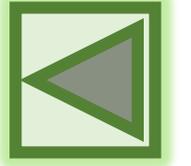
Next Question





Not the Best Answer

Previous



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Next Question





3. People who have started and built successful business, including Internet based business, all make good business coaches.

• True



As you answer this question, think about the very many people who now offer Internet based on-line coaching and professional education.

• False



- **What does it take to be an effective one-on-one coach or on-line instructor?**
- **Which ones do you believe are effective?**
- **How is this best measured – by the size or their revenue stream, the number of followers they have**
 - **Or is something else a better measurement?**



Right Answer

People who have started and built successful business, including Internet based business, all make good business coaches.

Previous



False is the right answer

Popularity is the NOT same thing as effectiveness. Many people who offer on-line coaching and professional education appeal to people for reasons that have to do with social factors other than increasing effectiveness of the job.

Influencers on the Internet may be popular, but that does not mean that the people who like them actually improve results delivery on the job.

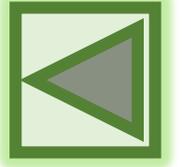
Next Question





Not the Best Answer

Previous



People who have started and built successful business, including Internet based business, all make good business coaches.

In fact, one of the sad truths about the Internet is that it does a far better job of measuring 'liking' than it does of producing increases in on-the-job productivity.

An effective one-on-one business coaching relationship often means that the coach has to deal with parts of the person's being coached's behavior that are uncomfortable for the 'coachee' to address and move beyond.

False is the right answer

Popularity is the NOT same thing as effectiveness. Many people who offer on-line coaching and professional education appeal to people for reasons that have to do with social factors other than increasing effectiveness of the job.

Influencers on the Internet may be popular, but that does not mean that the people who like them actually improve results delivery on the job.

Next Question





4. Business coaching can be done for a variety of reasons.
(pick the best response)

A. To support an individual whose performance is below par or acceptable levels



B. To work with a high potential | high performer to increase their readiness of a 'broad scope' role



C. A but not B



D. B but not A



E. A and B





Right Answer

Previous



Business coaching can be done for a variety of reasons.

- A. To support an individual whose performance is below par or acceptable levels
- B. To work with a high potential | high performer to increase their readiness of a 'broad scope' role
- C. A but not B
- D. B but not A
- E. A and B

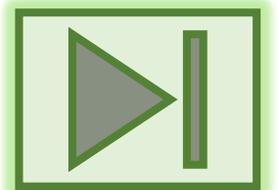
A and B

Although business coaching can be done for both reasons, individuals who are great business coaches for dealing with A are not necessarily the best coaches for B, and vice versa.

Once again, fit is a crucial factor.

We will explore the 'fit' dynamic in depth in the following modules.

End





Not the Best Answer

Previous



Business coaching can be done for a variety of reasons.

- A. To support an individual whose performance is below par or acceptable levels
- B. To work with a high potential | high performer to increase their readiness of a 'broad scope' role
- C. A but not B
- D. B but not A
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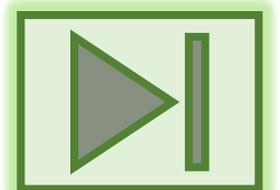
A and B was the best answer

Although business coaching can be done for both reasons, individuals who are great business coaches for dealing with A are not necessarily the best coaches for B, and vice versa.

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End





End of Quiz Three

- Thanks for completing this quiz.
- If you click on the **Exit Quiz** button, you will be taken out of this quiz.
- If you click on **Start Over**, you will have the opportunity to work through it again.
- These quizzes are intended to facilitate **learning by doing**, and are not pass or fail quizzes. You are not 'graded' on them.



Start Over



Exit Quiz

