



Sample Mini-Survey

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Based on Chapter 16, "Coaching Leaders to Lead," in *The ASTD Leadership Handbook*, edited by Elaine Biech, © 2010 ASTD

Purpose: Use this sample mini-survey as a guide to create your own questions for coaching leaders.

Do you believe this person has become more (or less) effective *in the past six months* on the following items? (Please circle the number that best matches your estimate of any change in effectiveness.)

Team Items:

	Less Effective			No Perceptible Change			More Effective		
	-3	-2	-1	0	1	2	3	NCN	NI
1. Clarifies roles and expectations with fellow team members.....	-3	-2	-1	0	1	2	3	NCN	NI
2. Supports the final decision of the team (even if it was not his/her original idea).....	-3	-2	-1	0	1	2	3	NCN	NI

Individual Items:

	-3	-2	-1	0	1	2	3	NCN	NI
1. Genuinely listens to others.....	-3	-2	-1	0	1	2	3	NCN	NI
2. Strives to see the value of differing opinions.....	-3	-2	-1	0	1	2	3	NCN	NI

How has this person followed-up with you on areas that he/she has been trying to improve? (Check one)

- ☐ No Perceptible Follow-Up
☐ Little Follow-Up
☐ Some Follow-Up
☐ Frequent Follow-Up
☐ Consistent (Periodic) Follow-Up

What can this individual do to become a more effective team member?
