

New coachee study reveals the barriers to effective coaching.

Recent research offering a rare view from the coachee perspective has confirmed that, for the vast majority of coachees, coaching is successful.

Digging deeper, the study made interesting discoveries about the barriers to effective coaching. Researchers found that 84 per cent of coachees said they had faced barriers along the way, with unclear development goals or lack of agreement with their coach as the most frequently-mentioned barrier.

Most existing surveys are of the views of the coaches, but this study, by the College of Business, Law & Governance at James Cook University (Australia) and the Institute for Employment Studies (UK), surveyed 644 industry professionals from 34 countries, who either had received or were currently receiving coaching. The researchers found that 89 per cent of coachees found coaching to be effective, while just 11 per cent said it was of limited use.

However, successful outcomes require confidence in the coach. The research found that the biggest single predictor of less effective coaching was difficulties with the coach. In addition, women are almost twice as likely as men to report the organisational culture as a barrier, particularly an unsupportive boss.

Interesting to note that, whilst the coach has some work to do (44% effectiveness could be enhanced), 53% of the impact on the coachee is outside of the coach's influence i.e. boss or organisational factors.

The Infographic on page 2 provides the research summary.

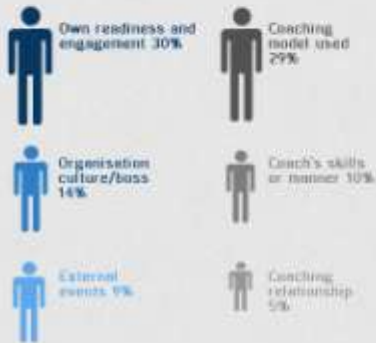
I work with many coaches and, through coaching supervision, many of the issues identified in this research can be fairly easily remedied. For support on some of the issues raised here do contact me for an informal chat: peter@peterwelgcoaching.co.uk

Barriers to successful coaching

the coachee perspective

This joint international study surveyed 644 industry professionals from 34 countries, who either had received or were currently receiving coaching.

Coachees encounter difficulties with...



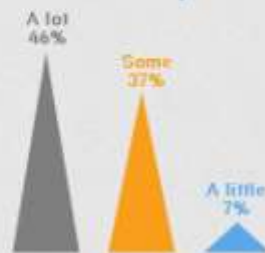
Women were more likely than men to report that an unsupportive boss had impacted on their coaching outcomes.



Coachees in Australia and UK & Ireland are more than twice as likely to have problems with the coaching model used than those in mainland Europe.



Amount of effort coachees put in



Coachees' opinion of effectiveness

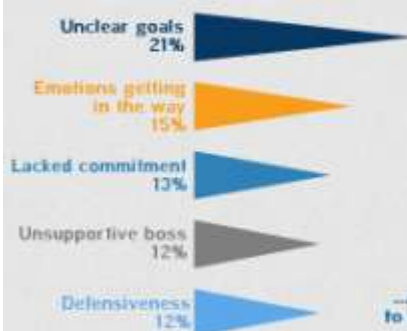
10% said their coaching had a limited effect



90% thought their coaching was effective...

...therefore most people were able to overcome the barriers they faced.

Top 5 barriers faced



Data source: Carter A., Backman A., Hicks B. (2014), 'Barriers to successful coaching outcomes', in Lindell P and Meglino D (eds), *Book of Conference Proceedings from the 4th EMCC Research Conference*, European Mentoring and Coaching Council.

For more information on this research, visit www.employment-studies.co.uk/news

© Institute for Employment Studies 2014