

Perceived Coaching Scale

Instructions: This survey includes a number of statements about how you may feel about your current working condition. You will probably find that you agree with some of the statements and disagree with others, to varying extents. Please indicate your reaction to each of the statements by marking your opinion to the left of each statement according to the following scale:

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

- _____ 1. My supervisor works with me to improve my on-the-job skills.
- _____ 2. My job skills have gotten better as a result of my supervisor's training.
- _____ 3. My supervisor has not helped me with any job skills necessary to complete my work.
- _____ 4. My supervisor has not attempted to correct any of my job related behaviors.
- _____ 5. My supervisor trains new employees on any necessary skills to completely function in our workplace.
- _____ 6. My supervisor does not work with me to improve my on the job skills.
- _____ 7. My job skills are not improving because of a lack of training from my supervisor.
- _____ 8. My supervisor has helped me improve my job skills.
- _____ 9. My supervisor corrects job-related behavior problems when he or she sees them.
- _____ 10. My supervisor makes sure all new-hires are completely trained on skills that are necessary to function in our workplace.
- _____ 11. My supervisor makes sure I have all necessary information to complete my job.
- _____ 12. My supervisor withholds information that could help me function better as an employee.
- _____ 13. My supervisor makes sure my information needs are fulfilled.
- _____ 14. My supervisor makes sure I understand what I'm doing at work.
- _____ 15. My supervisor provides me with all the information I need to be a competent worker.
- _____ 16. My supervisor prevents me from getting necessary information to complete my job.

- _____ 17. My supervisor gives me all the information I need to help me function better as an employee.
- _____ 18. My supervisor does not make sure that I understand what's going on at work.
- _____ 19. My supervisor does not make sure my information needs are fulfilled.
- _____ 20. My supervisor does not make any attempt to see if I understand what is going on at work, or not.
- _____ 21. My supervisor is concerned with whether, or not, I enjoy what I'm doing while at work.
- _____ 22. My supervisor does not care if I think my job is dull.
- _____ 23. My supervisor clearly is involved with trying to motivate me to be a better employee.
- _____ 24. My supervisor wants to make sure that I'm not bored on the job.
- _____ 25. My supervisor is only concerned with whether, or not, I get my work done.
- _____ 26. My supervisor does not try to motivate me on the job.
- _____ 27. My supervisor does not care if I am interested in the work at all.
- _____ 28. My supervisor tries to make sure I'm excited to be at work.
- _____ 29. My supervisor doesn't care about how I feel about my job.
- _____ 30. My supervisor creates a positive working atmosphere.

Recode:

3, 4, 6, 7, 12, 16, 18, 19, 20, 22, 25, 26, 27, & 29

Items 1-10 represent skills based coaching

Items 11-20 represent cognitive based coaching

Items 21-30 represent affective based coaching

Source:

Wrench, J. S., McCroskey, J. C., Berletch, N., Powley, C., & Wehr, A. (in press). Organizational coaching as instructional communication. Human Communication.