THE EFFECT OF A COACHING COURSE ON A PARTICIPANT’S SELF-PERCEPTIONS AS A COACH
A PRELIMINARY REPORT FROM A SURVEY OF GRADUATE BUSINESS STUDENTS

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Study

• How does an individual’s self-perception of his or her own coaching ability change as a result of participating in a skills-based course on coaching?

• How much do student self-perceptions of coaching ability change when they experience the course in varying delivery times?

Work In Progress
• First part completed during a summer mini-semester
• Second part underway this current fall semester

Participants

• Section A consisted of 30 students, 25 of whom successfully completed both the pre- and post-test administrations of the Coaching Skills Inventory (CSI).

• Section B consisted of 26 students, all of whom have successfully completed the pre-test administration of the CSI.

• All of the students participating in both sections are graduate level (both master’s and doctoral) and are enrolled in a business or business-related major.
**Instrument**

- Coaching Skills Inventory by Dennis C. Kinlaw
- Selected for its robustness, ease of administration and use, and ease of scoring
  - Contact and Core Skills
  - Counseling Skills
  - Mentoring Skills
  - Tutoring Skills
  - Confronting and Challenging Skills
- Each of the components contains ten statements and a Lichert-scale for indicating a skill level (where "5" corresponds to "Very Characteristic" of the participant and "1" corresponds to "Very Uncharacteristic" of the participant)

**Results to Date**

- A surrogate validity test to determine if the two classes were similar or different in their pre-test administration scores.
- A Student’s t-Test was performed comparing the results of the pre-test for both groups
  
  \[ p=0.676 \ (p<0.05) \]
- This is important as it indicates that both groups entered the course with similar self-perceptions.

**Results to Date**

- Evaluated the difference between the pre-test and post-test aggregate scores for Section A.
- \[ p=0.066 \ (p<0.05) \]
- Indicates student's in the compressed course had no significant change in their self-perception of their own coaching abilities as measured by the CSI.
Discussion

- Many of the students’ mean aggregate scores increased between the pre-test and the post-test.

- Many of the students felt their exiting coaching skill set was approaching that of the expert coaches on which the CSI is referenced
  - CSI Expert Mean = 4.01
  - PreTest\textsubscript{A} Mean = 3.72
  - PreTest\textsubscript{B} Mean = 3.68
  - PostTest\textsubscript{A} Mean = 3.90
  - PostTest\textsubscript{B} Mean = N/A

Discussion

- Immersion Expectation

- Student Self-Rating Inflation

- Instrument Validity & Design Issues

Possible Next Steps

- Post-Test administration to current term students.

- Follow up administration of the CSI to mini-semester participants in November.

- Future studies
  - Focus on more qualitative research
  - Re-validate the instrument using known experts