

How likely are you to recommend coaching to a friend or colleague?	Was the coaching experience worth your time investment?	What did you get out of the program that remains with you today
10	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;I am share what I learned with my team to help them;Improved personal relationships;I am clearer on what it means to be a leader;I do a better job setting expectations for my team;
10	Yes	I am clearer on what it means to be a leader;I do a better job setting expectations for my team;In the middle of crisis or busy times I am calmer;Improved communication with my team;I am share what I learned with my team to help them;Improved personal relationships;
10	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;I am share what I learned with my team to help them;Improved personal relationships;I am clearer on what it means to be a leader;I do a better job setting expectations for my team;
10	Yes	I am share what I learned with my team to help them;I do a better job setting expectations for my team;I am clearer on what it means to be a leader;Improved personal relationships;Improved communication with my team;In the middle of crisis or busy times I am calmer;
10	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;I am share what I learned with my team to help them;Improved personal relationships;I am clearer on what it means to be a leader;I do a better job setting expectations for my team;a better relationship with my upline ;
10	Yes	In the middle of crisis or busy times I am calmer;Improved personal relationships;

10	Yes	In the middle of crisis or busy times I am calmer;Improved personal relationships;I am clearer on what it means to be a leader;I do a better job setting expectations for my team;Increased my emotional intelligence. ;
10	Yes	I am clearer on what it means to be a leader;Improved personal relationships;I do a better job setting expectations for my team;l am share what I learned with my team to help them;Improved communication with my team;I am more confident in what I bring to the table;
10	Yes	In the middle of crisis or busy times I am calmer;
10	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;Improved personal relationships;I am clearer on what it means to be a leader;
9	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;I do a better job setting expectations for my team;
10	Yes	In the middle of crisis or busy times I am calmer;Improved personal relationships;
10	Yes	In the middle of crisis or busy times I am calmer;I am clearer on what it means to be a leader;
9	Yes	I am clearer on what it means to be a leader;Improved communication with my team;

10	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;I am share what I learned with my team to help them;I am clearer on what it means to be a leader;Overall self awareness;
10	Yes	Much better at forcing that Balcony Leadership and then diving back in. ;
9	Yes	In the middle of crisis or busy times I am calmer;
10	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;I am share what I learned with my team to help them;Improved personal relationships;I am clearer on what it means to be a leader;I do a better job setting expectations for my team;
9	Yes	Improved communication with my team;I am share what I learned with my team to help them;Improved personal relationships;I do a better job setting expectations for my team;
8	Yes	I am clearer on what it means to be a leader;I do a better job setting expectations for my team;
10	Yes	I do a better job setting expectations for my team;
10	Yes	Improved communication with my team;I am share what I learned with my team to help them;I am clearer on what it means to be a leader;I do a better job setting expectations for my team;

10	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;I am share what I learned with my team to help them;Improved personal relationships;I am SO much better at being aware of where I am. I am committed to being responsible to do my own work so that I can attain and maintain my own peace and joy. My relationships are much more fulfilling...both personal and professional.;
10	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;Improved personal relationships;I am clearer on what it means to be a leader;
10	Yes	Improved communication with my team;Improved personal relationships;I'm less prone to getting stuck in my own mental traps.;In the middle of crisis or busy times I am calmer;
9	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;I share what I learned with my team to help them;
10	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;I share what I learned with my team to help them;Improved personal relationships;I am clearer on what it means to be a leader;I do a better job setting expectations for my team;

9	Yes	In the middle of crisis or busy times I am calmer;I share what I learned with my team to help them;Improved personal relationships;Improved communication with my team;
10	Yes	In the middle of crisis or busy times I am calmer;
10	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;I am clearer on what it means to be a leader;I do a better job setting expectations for my team;
10	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;I share what I learned with my team to help them;Improved personal relationships;I am clearer on what it means to be a leader;I do a better job setting expectations for my team;
10	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;I share what I learned with my team to help them;Improved personal relationships;
10	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;Improved personal relationships;
10	Yes	In the middle of crisis or busy times I am calmer;Improved communication with my team;I share what I learned with my team to help them;
9	Yes	Improved communication with my team;I do a better job setting expectations for my team;
8	Yes	In the middle of crisis or busy times I am calmer;

Please elaborate on your experience with coaching, sharing what remains with you today	What support could we provide that would help you retain/enhance the lessons learned?
Helped me get out of the daily minutia and see a big picture to set goals	You need to offer this to my SRNAS and nurses I feel there will be an issue with PTSD following the 2021 pandemic
This is one of the best things I have ever done to help myself mentally and utilize my inner self to rationalize and think through things before reacting. This has helped me to learn self worth and trust myself and my decisions. I have also utilized it within my facility to help me be a better communicator with staff.	Just some random follow-ups/check-ins
This experience has helped to stay more positive and not get overwhelmed in the middle of the whirlwind. I do have stronger relationships both at work and at home. Most of all, it has helped me to keep clear goals.	More printable materials, sometimes out of sight, is out of mind.
Im able to easily recognizing humanistic characters in people and utilizing their strengths as motivators to get an exceptional job done. I have strengthened my strengths and raised my weaknesses to improve the wellbeing of my elders and staff	Monthly to bi monthly followup sessions
Coaching has helped me to get back to the person I had been before all the events of my life took over. I have my emotions under control and am able to better verbalize what I want/need/mean.	I think it's up to me to keep these techniques up and apply what I have learned.
I am now able to go into a meeting with more confidence level on prep and anticipating the questions being asked of me.	I am taking 6 more individual sessions to hon those skills and continue my development

<p>I would recommend this experience for everyone that wants to be a great leader! This program not only helped me recognize what my core values are but helped me to recognize when someone is "stepping on" one of my values &amp; how I react to that. This helped me to increase my emotional intelligence &amp; be a better leader.</p>	<p>Continued leadership/motivational quick tips or learning (reading, videos, podcast recommendations....) would be nice.</p>
<p>Conversations were very helpful! The discussion flow was easy, but the questions he posed were appropriately challenging. He never told me what to do or how to handle a situation; he helped me discover the solution on my own. This empowered me to be able to do the same in the "real world" when the need arises. I am more confident in myself and the value I add at work and at home.</p>	<p>I am not sure here... maybe a regular cadence of follow ups, even virtually or via email?</p>
<p>It helped me to self reflect on myself and have me look at situations in a different light and not interpret the situation with my blinders on.</p>	<p>Maybe some weekly/monthly program of reflection exercise. Just something to help reflect on the lessons learned.</p>
<p>I was able to communicate better in hectic times on strategies and plans to my team. This process has helped me better help understand my own feelings and be able to express that to others. I internalized a lot before and now this gives me opportunity to share and talk about it.</p>	<p>The timely follow up calls every 6 months has helped me stay on track</p>
<p>I have learned so much working with David over the past several months. Just to quickly name a few of the topics to which I have seen major improvement: managing stress, communicating expectations to others, and not to worry about things I cannot control.</p>	<p>Maybe direct homework and/or direct practices surrounding some of the topics we discuss. Sometimes we do this and sometimes not. Otherwise, David does a great job always taking time to follow up on previous sessions.</p>
<p>I found the blockage to getting started on tasks I was avoiding, which was to rid my work space of a negative association. This was huge! I realized it was the space, not the tasks at hand, that I didn't want to be with.</p>	<p>At some point the onus is on the client to get into action and do the work, if I was a part of group coaching though, a private Facebook group is always helpful.</p>
<p>To be more conscientious of the behaviors that trigger my negative reactions and more aware of my reactions to those behaviors.</p>	<p>Continue group conversations related to ongoing changes within the company and the industry</p>
<p>I see more clearly the expectation of being a leader and am better understanding how to continue to elevate the other leaders I work with through improved communication skills.</p>	<p>At the risk of sounding elementary, a simple email to start the week with a "leadership thought". Learning new skills takes time and I easily fall into familiar habits but I am more successful when I have frequent reminders that help me stay focused on a topic.</p>

<p>In working with coaching, I have been able to reflect within myself, let it go and move on. I used to sit and ponder how I would have done something differently or how I would have changed and dwelled on it. After my coaching sessions, I am aware that I have that behavior and I move on and let it go.</p> <p>I have learned that I need to release control and hold others accountable for their actions and hold myself accountable for my actions. I have learned that everything has a purpose and reason.</p>	<p>I think that the calls help to bring me back to where I need to be grounded. It is hard some times to stop and breathe but I think that it is important to keep something near, like a saying, to help reground me.</p>
<p>I'm much better at adjusting my leadership lens. Zooming in and out as the operation demands. Micro and Macro leadership approach. I used to have more trouble zooming out and getting far enough back from the operation to clearly identify administrative adjustments for my managers.</p>	<p>Leadership cards. Some quick reference cards on high level tactics that keep concepts fresh.</p>
<p>Helps to understand where you are emotionally especially in a challenging year</p>	<p>It is nice o have a "councilor"</p>
<p>Relaxation techniques, leadership skills, and ways of recognizing my sabator. Gain in confidence.</p>	<p>I really can not think of anything different at this time. My understanding is when I feel the need I may reach out for further support.</p>
<p>the guide I had was very understanding and flexible to my busy schedule. He was calm straight forward and allowed me to grow at my pace, which then created a trust that allowed me to open up more.</p>	<p>the understanding of my internal caption and sabotager</p>
<p>There is a difference between doing and being. Understanding this helps with self-worth and confidence. Talking through my values helped clarify purpose and direction.</p>	<p>maybe a summary of discussions as a quick guide.</p>
<p>I learned how to set expectations based on my true personal values, while also learning the values my individual team members and wove together to lead and grow them.</p>	<p>Maybe biannual check in's post coaching.</p>
<p>living sacred 7 values daily - it helped me understand that not everyone has the same level of motivation level I do as some people need others to motivate them vs my own drive</p>	<p>maybe consider offering check in sessions to continue to enhance the relationship</p>



<p>My sense of awareness. I am able to prioritize task better and understand where stress is coming from and what to do to respond. I have more consistent peace.</p>	<p>Any ongoing sessions would be meaningful.</p>
<p>Often times our negative thoughts are worse than reality. (Saboteur)</p>	<p>No recommendations at this time.</p>
<p>I've completed a lot of self development and professional growth workshops but the idea of 1:1 coaching was a little off putting. As an introvert and a perfectionist, I prefer to absorb and implement new information...not talk about it or feelings. Well, feelings ended up being a core part of coaching and it was uncomfortable...and also transformative. I love to live in a logic place and it was a little mind blowing to uncover the biases that led me to think that I was living in a logic place when in reality I was living in an avoidance place. David helped me work through some of those thought chains and encouraged me/gave me the tools to do the work.</p>	<p>I love that I can still go back to my session notes and revisit. David was great about sending source materials to continue my learning independently and I'm very regular with that.</p>
<p>The biggest item I took away is understanding my saboteur and how my core values play into those times when I get defensive or upset. It allows me to take a step back and remove a lot of the emotion because I understand.</p> <p>Coaching also helped me define or ask questions so I can understand those values of my colleagues. This helps me facilitate other discussions especially when they are difficult so I can phrase to avoid or mitigate when I believe I'll hit their values.</p>	<p>Maybe a quarterly touchpoint to highlight a key takeaway or helpful tip.</p>
<p>The ability to think through a situation, communicate with my staff, and just be a better leader!</p>	<p>Periodic meetings or the ability to reach out and talk with David.</p>

The ability to quickly identify my saboteur to change my behavior for better overall communication and outcomes whether it be at work or in my personal life.	Uncertain.
Being able to share my TRUE feelings without fear of judgement allowed me to release negative feelings	Quarterly/monthly check ins
Coaching allowed me the time, which I was not doing do to a chaotic schedule, to really reflect on my strengths and areas to improve my leadership skills. The peer feedback that David led was extremely valuable not to just understand my blind spots but expand and leverage my positive leadership traits. The front porch exercise is something I reflect on each day to ensure whether personal or professional, I respond to each moment with authenticity and through my values on my front porch.	I would be happy to join the "alumni" group for some refresh and have an open forum of where we could support each other with future challenges.
Revived the leader in me during this crisis.	Qrtly calls would be beneficial.
I have been better able to identify my triggers and this helps calm my approach to certain situations. I have gained better insight to my own leadership style and how to adapt to others.	None
The experience has enabled me to see myself from a different perspective and light. It was helpful in learning more about my tendencies so that I may be a more effective leader.	Maybe an agenda to see ahead of time for the meeting to help process and think about prior to the meeting.
I really enjoyed being able to take the time out of the busy day for me! To make time for me to focus on myself was great! I found it very beneficial to focus on the 5 words that matter to me. It has helped me have some really tough conversations.	I am always eager to grow. The only support I can think of is helping us carve out this time in our busy schedules.
Better use of reflection in making decisions Very helpful in making me think about how I lead and we impacts my decisions	Followup calls to reinforce lessons taught
The saboteur and captain inside me.	When the next coaching session happens, a quick summary of where we left off during the last session. The follow up notes helped.

What one thing could we do to improve the program?	Can we use your name to share your feedback with others who are considering offering the program and or considering taking the program?	First & Last Name
offer it to the SRNAS	Yes	Lisa Collier
nothing	Yes	Leslie Smith-Cash
More printable materials, sometimes out of sight, is out of mind.	Yes	Misty Morgeson
I have nothing. I could not be more impressed and thankful for this program	Yes	Marshal Huddleston
Nothing I can think of immediately.	Yes	Angel Webber
take into consideration how much time it takes to do homework outside of the coaching session. Sometimes this can cause stress that is really not intended but does in our fast pace business environments.	Yes	Terry Clay

I can't think of a thing. Dave is an amazing & inspirational couch!	Yes	Kristie Johnson
I loved the executive summaries of various books. Reading is not my strength. Perhaps offer more resources/shortcuts when possible?	Yes	Michelle Sherman
Im not sure of any systematic changes that would be needed.	Yes	Joe Norris
I can't think of anything at the moment	Yes	Angie Chinn
I honestly do not know any improvements that should be made. The program is working well!	Yes	Daniel Thompson
I had 1:1 coaching, and found the quality of the coaching to be excellent as was the follow-up i.e. session notes, reminders etc so I am struggling to find areas to offer improvement suggestions.	Yes	Jacqui Bryant
Nothing, at this time	Yes	Erin Cormney
Possibly following up an individual leadership course with a group leadership calls with others who are working to improve leadership skills.	Yes	Pam Wilkinson

Nothing	Yes	Michael Keyes-Bowman
??? The coaching is great. I think a lot of it has to do with the student and how much they want out of it. I feel like the coach can pull from deep water if I'm willing to put in deep water effort.	Yes	Justin Hendrix
Time set aside	Yes	Alec Weitzel
No other suggestions. Great program.	Yes	Kathy Hildebrecht
short sessions and possibly more frequent.	Yes	Byron Wilson
focus on conflict management and communication tools and strategies. How to handle stress and burnout.	Yes	RVP
I can't think of any feedback at the moment, you have great ideas you are executing that will further enhance both the program and the business itself. Kudos.	Yes	Billy McCoy
can not think of any at this time	No	

<p>How do you improve "Amazing"!!!! For me it worked 100% for what I needed. Still growing to this day. I am beyond grateful and thankful.</p>	<p>Yes</p>	<p>Bill Smith</p>
<p>No recommendation at this time.</p>	<p>No</p>	
<p>I have no recommendations. David was great, the portal was effective and efficient, and the meetings rendered the results I was looking for. If I were a longer term customer, a library of resources for clients would be a value add.</p>	<p>Yes</p>	<p>Rebecca Wren</p>
<p>I struggled at first sharing emotions. That isn't who I am naturally and if I didn't already have a relationship with David I'm not sure I would have been as forthcoming. Even then it was still a struggle sometimes. Building trust upfront is vital as coaching is definitely a journey.</p>	<p>Yes</p>	<p>Jamie Finley</p>
<p>I enjoyed the program, have no suggestions.</p>	<p>Yes</p>	<p>Michelle Woods</p>

I wish I would've had a longer time in the program to further learn and develop skills to enhance my overall performance as a professional and a human being.	Yes	Jeremy Monroe
Make coaching known and available on a broader scale	Yes	Loretta Barnes
Encourage minority focused training for all. Rather than changing 'people' what can we do to provide a more successful workplace for others. Making sure all voices are heard at the table and understand various cultures/men/women deliver and lead differently-and that is a GOOD thing.	Yes	Alicia Kelley
Continue the program for all to have the opportunity to participate.	Yes	Anita Chandler
I cannot think of anything to change the program.	Yes	Rita Crabtree
Utilizing best practices in helping to unlock and minimize external stressors in ones daily life/work.	Yes	Israel Ray
I can't think of anything.	Yes	Amy Phelps
Followup calls to reinforce lessons taught	Yes	Ryan Dulski
Maybe some sample questions that will be covered during next session.	Yes	Elodie Dickinson