



## Unit 7 - Week 5

## Course outline

## How to access the portal

## Week 0 Assignment 0

## Week 1

## Week 2

## Week 3

## Week 4

## Week 5

 Lecture 21: Coaching

 Lecture 22: Coaching (Contd.)

 Lecture 23: Coaching (Contd.)

 Lecture 24: Coaching (Contd.)

 Lecture 25: Coaching (Contd.)

 Quiz : Assignment 5

 Week 5 PPT

 Feedback for week 5

## Week 6

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## Assignment Solution

## Assignment 5

The due date for submitting this assignment has passed.

**Due on 2019-09-04, 23:59 IST.**

As per our records you have not submitted this assignment.

 1) Which of the following is a process indicator for measurement of coaching effectiveness? 1 point

- a. Turnover
- b. Employee attitude
- c. Performance and quality of coach
- d. Job performance

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

c

 2) Which of the following is **NOT** a type of coaching? 1 point

- a. Managerial coaching
- b. Spiritual coaching
- c. Transformational coaching
- d. Psychotherapy coaching

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

d

 3) Which of the following is HRD professional's coaching role? 1 point

- a. HRD professionals establish and clarify coaching goals
- b. HRD professionals select coach
- c. HRD professionals provide organizational development support
- d. HRD professionals resolve problem arising out of communication gap

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

c

 4) Which of the following is the role of a coach? 1 point

- a. Encourages and provides feedback for improvement
- b. Acts as the authority of coaching center
- c. Responsible for organizational effectiveness
- d. Enables use of organizational resources

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

a

 5) Which of following is a difference between coaching and mentoring? 1 point

- a. Mentoring is a process of human resource management whereas coaching is a HRD process
- b. Coaching lasts for long time where as mentoring is for short-term
- c. Coaching is provided by internal senior manager where as mentoring is provided by external professional
- d. Mentoring provides for overall growth and development whereas coaching focuses on current performance improvement

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

d

 6) Which of the following is a component of proximal outcome? 1 point

- a. Self-awareness
- b. Organizational support
- c. Individual success
- d. Feedback receptivity

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

a

 7) Which of the following is a requisite to define poor performance? 1 point

- a. Performance must be evaluated against random metrics
- b. Standard and expected levels of performance must be known by the supervisor and worker
- c. Conducting a session on coaching for the appointed coaches
- d. Presenting coaching concepts to leaders

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

b

 8) Which of the following is a sign of property deviance? 1 point

- a. Lying about hours worked
- b. Showing favoritism
- c. Working slowly
- d. Harassments

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

a

 9) Which of the following suggests that behavior comes from a cause within a person? 1 point

- a. Fundamental attribution error
- b. Causal attribution theory
- c. Behavioral attribution theory
- d. Theory of attrition

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

a

 10) What is the correct time period required in case of coaching for development of employees, that prepares them for future job roles in terms of competencies and mind set ? 1 point

- a. Short to medium term( two weeks)
- b. Short-term(one week)
- c. Highly variable (context and situation specific)
- d. Long term(several quarters or more)

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

d

 11) Which of the following is a critical success factor for coaching? 1 point

- a. Evaluation
- b. Job redesign
- c. Condition
- d. Commencement

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

c

 12) Which of the following is a process of analyzing factors that contribute to unsatisfactory performance? 1 point

- a. Coaching discussion
- b. Coaching design
- c. Coaching planning
- d. Coaching analysis

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

d

 13) Which approach of coaching discussion uses coachee's reactions to develop information? 1 point

- a. Kinlaw's approach
- b. The Fournies approach
- c. Goal setting approach
- d. Coaching analysis approach

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

a

 14) Which of the following skill enables a coach to build relationships to establish a personal bond with client? 1 point

- a. Framing
- b. Social competence
- c. Questioning
- d. Emotional competence

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

b

 15) What is 'immediacy' in the context of interpersonal skill of coach? 1 point

- a. Demonstrate commitment to others
- b. Committing on employee success
- c. Emphasizing factual information
- d. Focusing on present , dealing with problems as they occur

- a
- b
- c
- d

No, the answer is incorrect.

Score: 0

Accepted Answers:

d