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.

84% of coachees face barriers

16% face no barriers

Amount of effort coachees put in

A lot 46%
Some 37%
A little 7%

Coachees encounter difficulties with...

- Own readiness and engagement 30%
- Coaching model used 29%
- Organisation culture/boss 14%
- Coach’s skills or manner 10%
- External events 9%
- Coaching relationship 5%

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.

Top 5 barriers faced

- Unclear goals 21%
- Emotions getting in the way 15%
- Lacked commitment 13%
- Unsupportive boss 12%
- Defensiveness 12%

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.


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

© Institute for Employment Studies 2014