

Barriers to successful coaching

the coachee perspective

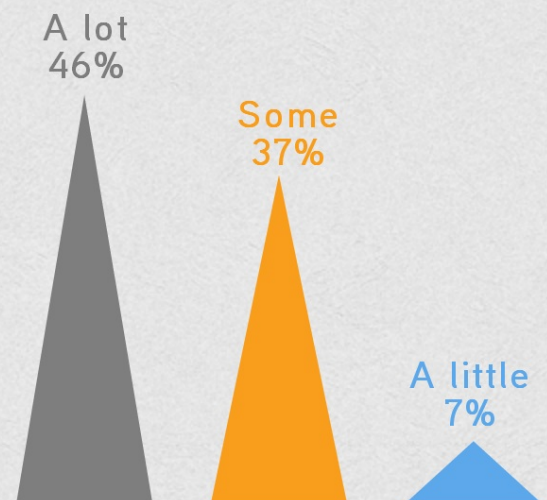
This joint international study surveyed 644 industry professionals from 34 countries, who either had received or were currently receiving coaching.

84% of
coachees
face barriers

16%

face no barriers

Amount of effort coachees put in



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%



40%

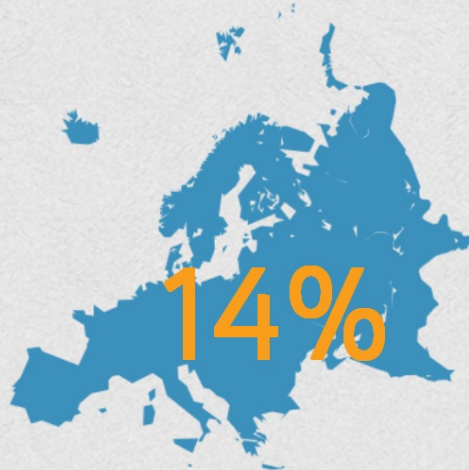


26%

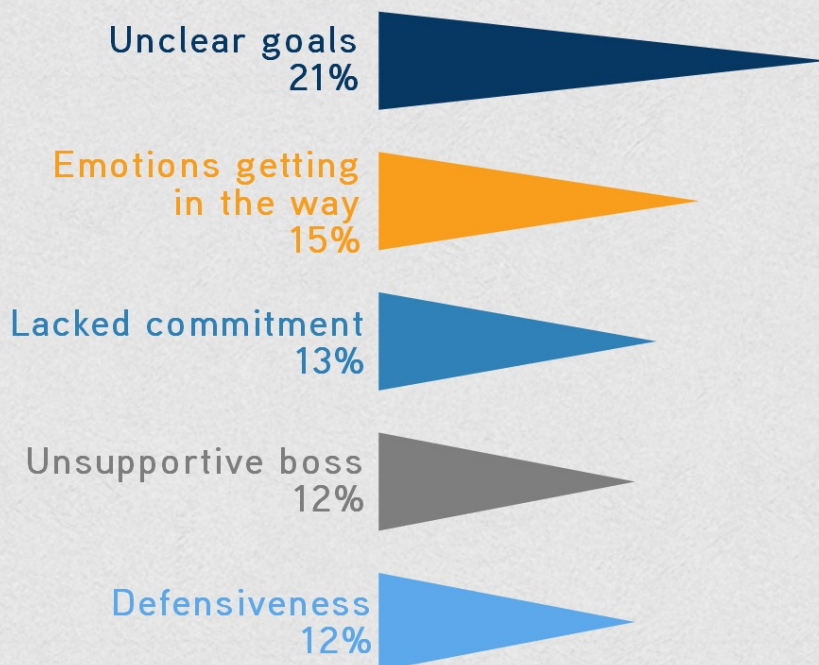
Women were more likely than men to report that an unsupportive boss had impacted on their coaching outcomes.



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



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.

Data source: Carter A, Blackman A, Hicks B (2014), 'Barriers to successful coaching outcomes', in Lindall P and Megginson D (eds), Book of Conference Proceedings from the 4th EMCC Research Conference. European Mentoring and Coaching Council.

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

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