

# The Science of Effective Workplace Coaching: What the Data Shows

## The Measured Impact of Coaching

### Massive Gains in Goal Attainment

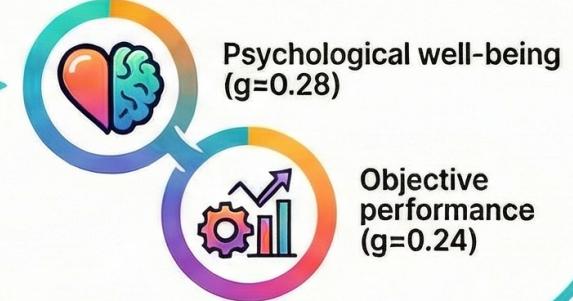


### Significant Boost in Self-Efficacy



**0.59** standard deviations  
Coaching improves self-awareness, self-regulation, and confidence

### Measurable Gains in Well-being & Performance



## How to Maximize Coaching Effectiveness

### Specific Frameworks Show Similar Results



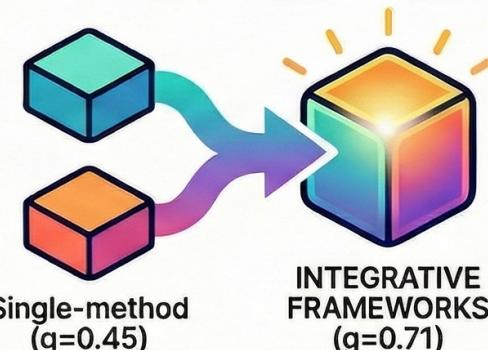
Cognitive-Behavioral



Solution-Focused

produce equivalent outcomes on their own.

### Integrative Coaching is ~58% More Effective



### Prioritize Coach Competence and Relational Skills



The quality of the coach matters more than adherence to any single coaching model.