

Managers and supervisors cannot afford to be removed from their employees. In order to build commitment, enhance organizational productivity, and maintain employee satisfaction, managers must actively engage their employees--they must coach them. While most managers recognize the necessity of coaching, few of them know how to develop their skills. Reading a book is a great start. But they also want to know where they stand. They want to know what they're doing right--and what they're doing wrong. And now managers have just the tool they need. The Coaching Skills Inventory (CSI) is an easy-to-take, easy-to-score 360-degree instrument that shows managers where improvement is needed. Managers will take no more than a few minutes to fill out the assessment, and tabulating the results takes just a minute. But the results are invaluable. Plus, to get an even more complete picture of coaching skills, you should distribute several copies of the CSI: Other to the managers coworkers and direct reports. The CSI: Other is an easy-to-use instrument that enables you to combine self and anonymous observer assessments and harness the power of 360-degree feedback. Managers will know not only how they rate themselves, but also how others perceive them. The action plan provided at the end of the CSI: Self will show managers how to use what they've learned to improve their abilities. Thousands of managers have already enhanced their performance with these assessment tools--and you and your managers will too! Managers will know how they rate in five key areas: Contact and core skills Counseling Mentoring Tutoring Confronting and challenging

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