COCORECO

Coaching skills

Personal development report

Example participant

06/11/2026

Explore how you support others through listening, questioning, ownership and learning follow-up. For coaches, mentors and managers who want more purposeful conversations. Receive a summary of your approach and practical exercises for your next conversation.

A personal development tool with original questions informed by published frameworks. Connect the results with your work context and use the report for reflection, discussion and focused practice.

SAMPLE REPORT · FICTIONAL RESULTS

Summary at a glance

Your responses show practices you use more often and areas to explore. Connect the results with recent examples from your day-to-day work.

Relatively stronger themes

Agreement and goal (80.0/100) · Awareness and exploration (80.0/100)

Areas to explore further

Action and ownership (30.0/100) · Trust and presence (30.0/100)

These are relative differences within this profile. Choose a priority based on relevance, context and examples.

Your first practical step

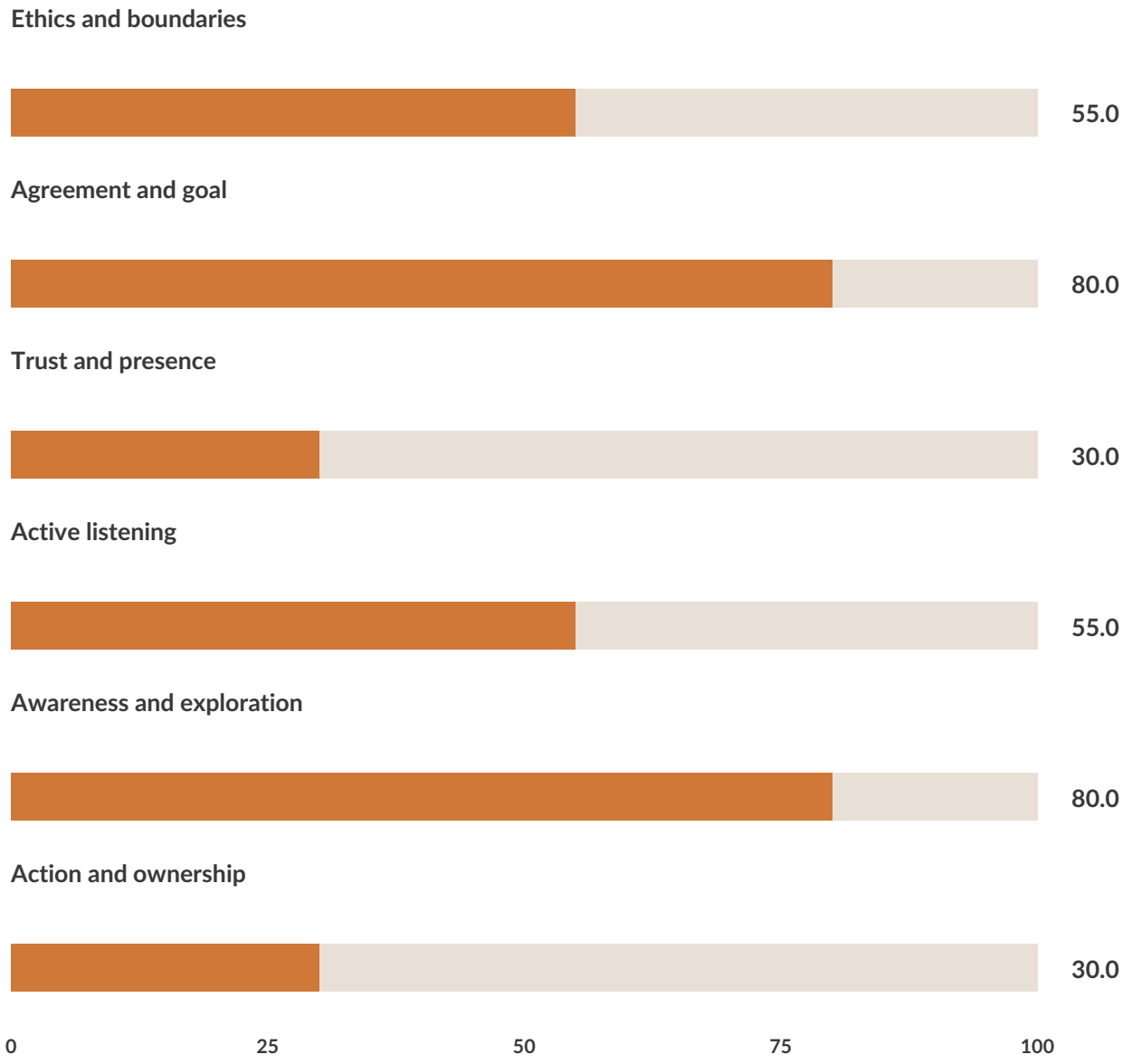
Leave a silence before your next question.

Within 7 days: try one action. After 2 weeks: review its effect using a concrete example.

Discussion prompt: what do you recognise, what surprises you, and which real example adds useful context?

Your profile

Weighted scale responses converted from 1-5 to 0-100. Self-assessment, not objective performance or percentiles.



Explore each dimension

Ethics and boundaries · 55.0/100 · SD 10.0

This dimension describes your self-assessment of ethics and boundaries.

This descriptive score is based on your own answers. Ask for a concrete example and explore the influence of your work context.

Practice step: Clarify confidentiality at the start of your next conversation.

Agreement and goal · 80.0/100 · SD 10.0

This dimension describes your self-assessment of agreement and goal.

This descriptive score is based on your own answers. Ask for a concrete example and explore the influence of your work context.

Practice step: Ask at the start what the conversation should achieve.

Trust and presence · 30.0/100 · SD 10.0

This dimension describes your self-assessment of trust and presence.

This descriptive score is based on your own answers. Ask for a concrete example and explore the influence of your work context.

Practice step: Leave a silence before your next question.

Active listening · 55.0/100 · SD 10.0

This dimension describes your self-assessment of active listening.

This descriptive score is based on your own answers. Ask for a concrete example and explore the influence of your work context.

Practice step: Summarize and check your understanding.

Awareness and exploration · 80.0/100 · SD 10.0

This dimension describes your self-assessment of awareness and exploration.

This descriptive score is based on your own answers. Ask for a concrete example and explore the influence of your work context.

Practice step: Ask one open question without suggesting a solution.

Action and ownership · 30.0/100 · SD 10.0

This dimension describes your self-assessment of action and ownership.

This descriptive score is based on your own answers. Ask for a concrete example and explore the influence of your work context.

Practice step: Let the person choose one step and a follow-up moment.

Three practice suggestions from the model

Starting suggestion based on the three lowest descriptive scores. Check whether it fits your development goal.

1. Trust and presence

Leave a silence before your next question.

When: Within 7 days, in one concrete work situation.

Review: Ask for one concrete example of its effect and review after two weeks.

2. Action and ownership

Let the person choose one step and a follow-up moment.

When: Within 7 days, in one concrete work situation.

Review: Ask for one concrete example of its effect and review after two weeks.

3. Ethics and boundaries

Clarify confidentiality at the start of your next conversation.

When: Within 7 days, in one concrete work situation.

Review: Ask for one concrete example of its effect and review after two weeks.

Method and sources

60 questions · individual administration

ICF competency framework and self-determination theory. Original reflection items; not an ICF evaluation or credential.

A personal development tool with original questions informed by published frameworks. Connect the results with your work context and use the report for reflection, discussion and focused practice.

ICF - Core Competencies (2025)

https://coachingfederation.org/credentialing/coaching-competencies/icf-core-competencies/

Ryan & Deci - Self-Determination Theory

https://selfdeterminationtheory.org/the-theory/

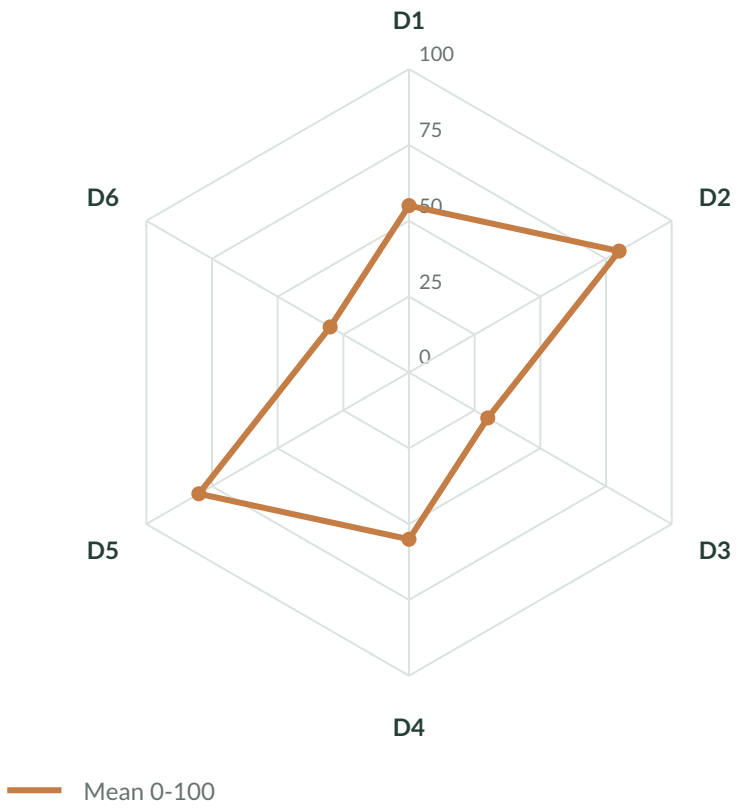
Support important decisions with multiple sources and professional guidance.

Overall profile

n=1 | Scale 0-100 | Model assessment-standard-60-v1

Invited: 1 | 100%

Read mean and spread together, alongside concrete work examples.



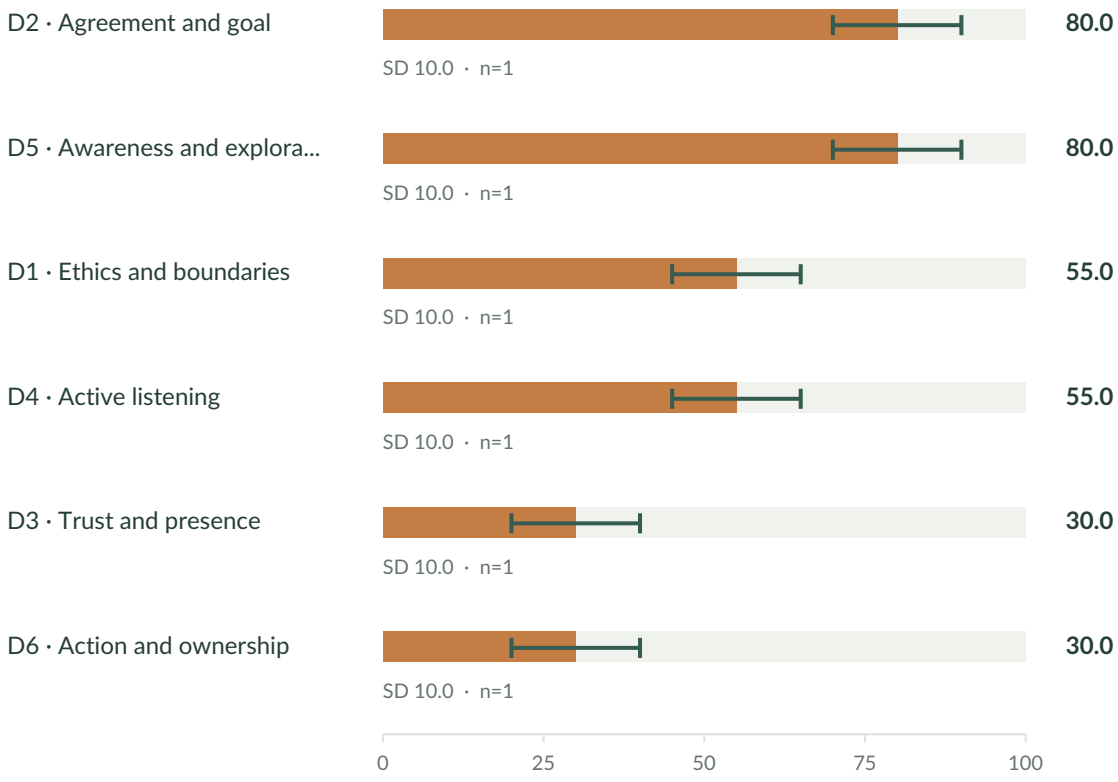
Fixed axis order. Compare domain scores, not radar area. D codes refer to the table below.

Mean and spread by dimension

Code / dimension	Mean	SD	n
D1 | Ethics and boundaries	55.0	10.0	1
D2 | Agreement and goal	80.0	10.0	1
D3 | Trust and presence	30.0	10.0	1
D4 | Active listening	55.0	10.0	1
D5 | Awareness and exploration	80.0	10.0	1
D6 | Action and ownership	30.0	10.0	1

COCORECO | FICTIONAL EXAMPLE

Strengths and development areas



Descending means. Whiskers = mean +/- 1 SD, clipped to the scale; not a confidence interval or significance test. Relatively strong does not mean sufficient; low does not automatically mean a deficit.

n = 1 person. SD is weighted spread across scored items in a dimension, not between people or a reliability measure.

Response distribution and spread



Colors 1-5: scored scale responses after reversal. Item counts, not people.

Dimension	1	2	3	4	5
D1	0	0	8	2	0
D2	0	0	0	8	2
D3	0	8	2	0	0
D4	0	0	8	2	0
D5	0	0	0	8	2
D6	0	8	2	0	0

Different perspectives

Not applicable: one participant and no other people's ratings.

Progress

No linked repeat. Compare only identical items and scoring under suitable conditions. Cognitive repeats can show practice effects.

Priority matrix

Expected impact x feasibility, both 1-5. Judgments come from development dialogue, not scores or algorithmic predictions. Choose two or three themes.

Fictionally rated priorities for illustration.



Top right: high impact and feasibility. Orange: selected. Unrated: not plotted.

Extended report - continued

Theme	Expected impact	Feasibility	Selected
D1 | Ethics and boundaries	5	4	-
D2 | Agreement and goal	4	3	-
D3 | Trust and presence	3	5	Yes
D4 | Active listening	5	2	-
D5 | Awareness and exploration	2	4	Yes
D6 | Action and ownership	4	5	Yes

From priority to action

1. Trust and presence

Specific behavior: Leave a silence before your next question.

Owner: Participant

Review date: 2026-11-05

Observable effect: Compare three concrete work situations before and after the agreement and discuss the effect after two weeks.

2. Awareness and exploration

Specific behavior: Ask one open question without suggesting a solution.

Owner: Participant

Review date: 2026-11-05

Observable effect: Compare three concrete work situations before and after the agreement and discuss the effect after two weeks.

3. Action and ownership

Specific behavior: Let the person choose one step and a follow-up moment.

Owner: Participant

Review date: 2026-11-05

Observable effect: Compare three concrete work situations before and after the agreement and discuss the effect after two weeks.

After two weeks, review visible changes and preserve what works. Repeat only with the same question and scoring model.