



Beginning in 2014, Sapphire Consulting is participating in a research study to improve the effectiveness of our Leadership Coaching practice. The following explains the project and we ask you to consider assisting in providing feedback on your coaching. The results are aggregated and do not identify you in any way. With your permission, Sapphire Consulting will receive thematic feedback on the coaching they offer, thereby helping to enhance effectiveness. A minimum of five coachee responses is needed to give specific feedback on Sapphire's Coaching practice.

Thank you for your willingness to provide feedback about our coaching. If you have any questions please contact me or Chris W. Coultas, Graduate Research Associate, Institute for Simulation & Training, University of Central Florida, (407) 607-4591, ccoultas@ist.ucf.edu. Also visit: <http://www.coachinsighttoolkit.com/who-are-you.html>

- Jim Kimberly, President (603) 889-1099 or jim@consultsapphire.com

University of Central Florida: EXPLANATION OF RESEARCH
Title of Project: Assessing Coaching Best Practices and Effectiveness

Principal Investigator: Eduardo Salas, PhD.
Other Investigators: Shirley Sonesh, PhD.
Chris W. Coultas, M.S.

You are being invited to take part in a research study. Whether you take part is up to you. The purpose of the research is to empirically validate the relationships between different coaching inputs (e.g., methodology, personality, experience), individual outcomes (e.g., trust, motivation, skill development), and organizational outcomes (e.g., ROI).

This research will be conducted entirely online at your own convenience. You will be asked several non-invasive questions regarding your experience as a coach, coachee, or third-party knowledgeable of such a coaching relationship. Generally you will receive periodic emails throughout your coaching, likely at the beginning, midpoint and end.

No one, other than the UCF research team, will have access to the information you provide. If you wish, you may opt to release the information you provide. This may be desirable, for example, in the event that a coaching or consulting group with which you are affiliated wishes to use this data to improve its coaching practices. If you opt to release your information, you will be asked to provide the name and contact information for the individual(s) you authorize to view your responses.

The full survey should not take longer than 5 minutes to complete. You must be 18 years of age or older to take part in this research study.

Study contact for questions about the study or to report a problem: If you have questions, concerns, or complaint: Chris W. Coultas, Graduate Research Associate, Institute for Simulation & Training, University of Central Florida, (407) 607-4591, ccoultas@ist.ucf.edu, or Dr. Eduardo Salas, Principal Investigator, Institute for Simulation & Training at (407) 882-1325, esalas@ist.ucf.edu.

Research at the University of Central Florida involving human participants is carried out under the oversight of the Institutional Review Board (UCF IRB). This research has been reviewed and approved by the IRB. For information about the rights of people who take part in research, please contact: Institutional Review Board, University of Central Florida, Office of Research & Commercialization, 12201 Research Parkway, Suite 501, Orlando, FL 32826-3246 or by telephone at (407) 823-2901.