



Forward Pike FAQ

Q: What is the difference between group coaching and team coaching?

A: With team coaching, the client is an intact team of individuals who have complementary skills and are committed to a joint purpose and mutual goals with collective accountability. Team Coaching is partnering in a co-creative and reflective process with a team on its dynamics and relationships in a way that inspires them to maximize their abilities and potential to reach their common purpose and shared goals.

Group coaching is a facilitated process where a small group of individuals work together on a common theme. Each person in the group has their own personal and professional goals, but they're working towards them within a group setting. Group coaching focuses on developing individuals through peer learning and collective exploration, creating deeper connections and actionable, long-term development.

Q: What is a Discovery Session?

A: The Forward Pike Discovery Session is a free 30-minute meeting where the coach and potential client discuss an ideal coaching outcome along with the best way to proceed. It's a great opportunity to check for "chemistry" before a commitment is made to engage in a formal coaching relationship. Both parties ask and answer questions and discuss options that will help the client reach their target.

Q: What is an Intake Session?

A: An Intake session is a structured meeting after the client and coach have decided to work together and sets the stage for the engagement. Forward Pike's coaching philosophy is explained, and expectations along with commitments are mutually decided. Contractual details and logistics are defined and goal-setting begins.

Q: What is the difference between a self assessment and a 360?

A: All assessment instruments used by Forward Pike are high quality, reliable, scientifically valid and internally consistent. A self-assessment is based only on responses given by the person being assessed. Forward Pike uses self-assessments for measuring personality, motivational drivers, emotional intelligence and strengths. A 360 assessment includes data gathered by the person being assessed as well as direct reports, peers and boss observers. When measuring leadership behaviours, a 360 provides more fulsome data and robust results.

Q: What is the Leadership Effectiveness Analysis (LEA™)?

A: The [LEA™](#) is a suite of assessments developed by Management Research Group that measures 22 leadership behaviours grouped into six core functions. It creates a uniquely insightful, nuanced profile of your individual leadership style and places them within the context of your organizational

environment. It is used to stimulate individual and team growth through insights that are accurate, encouraging, and actionable, allowing leaders to identify specific behaviours that, with greater emphasis, will contribute most to their effectiveness. The LEA™ is used for one-on-one coaching or as the cornerstone for leadership development programs.

Q: What is the Individual Directions Inventory (IDI™)?

A: The [IDI™](#) is an assessment exploring motivation, hidden drivers, and untapped sources of energy. Measuring 17 key dimensions grouped into 6 clusters, the IDI™ is designed to reflect the degree to which you gain emotional satisfaction from various areas of work and life. This deep level of self-awareness allows you to make career choices about organizational culture, roles, and relationships to increase fulfillment and allow you to engage with work in ways that feel authentic and rewarding. The IDI™ can also be used with teams to provide powerful insights for group professional development.

Q: What is the EQi 2.0 assessment?

A: The Emotional Quotient Inventory ([EQ-i 2.0](#)) is the world's leading measure of emotional intelligence. Emotional Intelligence is a set of emotional and social skills that collectively establish how well we perceive and express ourselves, develop and maintain relationships, cope with challenges and use emotional information effectively. The EQi 2.0 model is based on 15 competencies that provide a total Emotional Quotient (EQ). This assessment uncovers the sub-skills that, if developed, will help build relationships, reduce stress, defuse conflict and improve job satisfaction.

Q: What is the CliftonStrengths assessment?

A: The CliftonStrengths® assessment developed by the Gallup Institute measures your unique talents – your natural patterns of thinking, feeling and behaving – categorizing them into 34 themes. Your results help you discover what you naturally do best, help you learn how to develop your greatest talents into strengths and maximize your potential.

Q: What is the PrinciplesYou assessment?

A: PrinciplesYou is a best-in-class personality assessment that gives rich, comprehensive insights into your traits across 17 dimensions of personality. Understanding your baseline preferences or "comfort zone" provides vital information about how to you prefer to think, engage with others and apply yourself. Knowing how your results relate to real-life situations, and how your tendencies emerge in action allows you to choose the behaviour that will help you achieve your goals.

Q: What kind of tools and resources do you offer?

A: Coaching is supplemented with a variety of individually-curated activities, guides, templates, checklists, articles, videos and podcasts. The tools and resources provided are not mandated assignments, however they can supply research and perspectives that broaden thinking, invite reflection, spark conversation, keep momentum between sessions and ultimately speed up progress toward your goals.

