



# Club Coach 360° Evaluation

Evaluation for (Club Coach): \_\_\_\_\_

Evaluation By (Club Name and Number): \_\_\_\_\_

Date (Month, Day, Year): \_\_\_\_\_

Time Frame of the Evaluation: \_\_\_\_\_

This 360° evaluation is an integral part of the leadership development process. Club officers and District leaders may fill out an evaluation for each coach to help that individual gain experience receiving feedback about performance, as well as comments about areas of strength and areas for improvement. It is recommended that this form be completed for each club coach when their coaching assignment begins and again when the assignment is completed. The Club Executive Committee for the club that the individual is coaching should complete this evaluation for each club coach. Any District leader who worked with the coach is encouraged to complete this evaluation as well.

Once you complete the evaluation, please submit a copy to the club coach and/or the District Director (or delegated Program Quality Director or Club Growth Director) or Region Advisor of coach if an undistricted club.

Using the following scale, circle the responses that best describe the leader's abilities:

- 1 = Needs Improvement**
- 2 = Marginal**
- 3 = Meets Expectations**
- 4 = Exceeds Expectations**
- 5 = Exceptional**
- N/A = Not Applicable**

## Leadership

Acted and behaved in a manner consistent with their statements.	1	2	3	4	5	N/A
Comment						
Gave timely, appropriate, and constructive feedback.	1	2	3	4	5	N/A
Comment						
Effectively identified challenges.	1	2	3	4	5	N/A
Comment						

## Teamwork and Team Building

Supported a team environment by valuing collaboration and cooperation. Comment	1	2	3	4	5	N/A
Showed interest in and enthusiasm for the work to be completed. Comment	1	2	3	4	5	N/A
Considered the impact of actions and decisions on the club. Comment	1	2	3	4	5	N/A
Leveraged the strengths of others. Comment	1	2	3	4	5	N/A
Kept the club officers focused on the club mission. Comment	1	2	3	4	5	N/A
Worked with club officers to achieve success in the Distinguished Club Program. Comment	1	2	3	4	5	N/A

## Problem Solving

Listened actively to others' ideas and perspectives. Comment	1	2	3	4	5	N/A
Offered solutions based on relevant and compelling information. Comment	1	2	3	4	5	N/A

## Accountability

Proactively communicated information relevant to the club officers. Comment	1	2	3	4	5	N/A
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## Accountability

Set, started, and finished tasks or projects as promised. 1 2 3 4 5 N/A

Comment

Took ownership of their actions. 1 2 3 4 5 N/A

Comment

## Integrity

Adhered to the Club Mission. 1 2 3 4 5 N/A

Comment

Acted in accordance with Toastmasters' policies and procedures. 1 2 3 4 5 N/A

Comment

Perceived as trustworthy. 1 2 3 4 5 N/A

Comment

## Respect

Encouraged open communication among members. 1 2 3 4 5 N/A

Comment

Voiced opinions in a courteous and thoughtful manner. 1 2 3 4 5 N/A

Comment

Encouraged and supported others to participate in the decisions that impacted the club. 1 2 3 4 5 N/A

Comment

Demonstrated respect for others' time and commitments outside of the organization. 1 2 3 4 5 N/A

Comment

## Service

Supported the club officers in achieving the club's goals.	1	2	3	4	5	N/A
Comment						
Showed genuine concern for all club members.	1	2	3	4	5	N/A
Comment						
Responsive to the club officers and members to answer questions and provide guidance.	1	2	3	4	5	N/A
Comment						

## Excellence

Helped the club officers identify tasks to complete the Club Success Plan.	1	2	3	4	5	N/A
Comment						
Fulfilled the responsibilities of the club coach role.	1	2	3	4	5	N/A
Comment						
Met or exceeded your expectations of their role.	1	2	3	4	5	N/A
Comment						

## Overall Feedback

The club coach treated me fairly:

The club coach excelled at:

The club coach could challenge themselves by:

Overall Comments: