

MERC Consultant Application

Francis Eberle

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Written Client References

Included here are two references, one is about coaching and the other is about team dynamics. The one from Renewal by Anderson is an evaluation so a little different than a reference - perhaps a bit more honest.

Coaching: Renewal by Anderson – Chadwick Bischoff, Marketing Director

- A. **Overall, how beneficial have your interactions been with your coach?**
Extremely beneficial
- B. **What could your coach have done to make this relationship more impactful?** Using hindsight I am thinking there is not much Francis could have done to be more impactful. The path we walked was very helpful in developing the skills I need to navigate this new virtual environment being an extrovert. Possibly some written debrief or something I could utilize in the future to reflect on the learnings we shared would be impactful. I'm thinking a debrief with milestones? I could then reflect on that if I found myself in a similar position. I have my own notes but having Francis's perspective would be nice.
- C. **What could you have done to make this relationship more impactful?** Taken the time to learn Francis's DISC to better communicate with him.
- D. **How would you describe your coach to someone thinking about coaching?** Patient, strategic, calm and calculated.
- E. **On a scale of 1 - 100, how likely are you to recommend your coach to someone looking for a coach?**
(With one being not at all likely and 100 being very likely) 100