

Appendix A. Relationship Measures and Items

All relationship items were rated using the scale below

1	2	3	4	5	6	7
Strongly disagree	Disagree	Disagree slightly	Neutral	Agree slightly	Agree	Strongly agree

Please indicate how much you agree or disagree that each of these words describes your coach.

Expertise
1. Expert
2. Prepared
3. Skilful
4. Experienced

Trust
1. Honest
2. Reliable
3. Sincere
4. Trustworthy

Please indicate how much you agree with the following statements regarding your relationship with your coach.

Bond (WAI Bond)
1. My coach and I trust one another.
2. My coach sees me as being competent.
3. I am confident of my coach's ability to help me
4. My coach thinks highly of me

Agreement (WAI Task-Goal)
1. My coach and I agree on what is important for me to work on.
2. My coach and I agree about the things I need to do in coaching to help improve.
3. We have established a good understanding of the kind of changes that would be good for me.
4. My coach and I work towards mutually agreed upon goals
5. I believe the way we are working on my development is correct.
6. What my coach does in coaching gives me new ways of looking at my development.

Appendix B. One Way ANOVA comparing Indian and non-Indian executives' responses

	non-Indian – Indian Executives (n=14)
Agreement	F[1,13]=0.38 p=ns
Bond	F[1,13]=6.40 p<.05
Trust	F[1,13]=28.79 p<.01
Expertise	F[1,13]=3.45 p<.09