

Coaching in the Third Sector in Mid and West Wales:

A snapshot of what people are telling us

Executive Summary

What we did

A short online survey (English and Welsh versions) was shared across third sector networks in Carmarthenshire, Ceredigion, Pembrokeshire and Powys. It was open to staff and volunteers at all levels and received **30 responses**. The aim was to understand current awareness, experience, interest and obstacles around coaching in the region.

This short report highlights the main findings from the survey; the full report provides further detail and analysis.

What we heard

Coaching is still unfamiliar for many

More than half of respondents had never experienced coaching, and a smaller group were unsure whether they had. Those who had were mostly senior leaders.

Where coaching exists, benefits are clear

Organisations offering coaching consistently reported improvements in **confidence, wellbeing, problem-solving, performance** and **staff retention**. Individuals who had coaching found it **very or extremely useful**.

Interest is notably high across roles

Two-thirds of respondents — including volunteers — said they would like coaching. *Maybe* responses were almost entirely about **cost, time** and **capacity**, not personal hesitation. While most preferred to access coaching in English, a small but meaningful number preferred Welsh or had no preference — highlighting the value of bilingual access.

"...coaching really helps get your mind back on track."

Organisations are open but cautious

Subsidised coaching drew the strongest interest. There was also appetite for introductory workshops, reflective spaces and clearer information — simple, accessible ways to begin exploring coaching.

Money is the biggest barrier

Almost all respondents identified **cost** as the main obstacle, followed by time and organisational capacity. Some organisations also said they don't know where to access coaching.

What this means

The findings show a sector that **values reflective space but doesn't yet have easy routes into it**. Interest is strong across all roles, but cost, time and capacity make access difficult. Even small, well-supported offers could make a meaningful difference to wellbeing, confidence and the overall resilience of teams and organisations.

A possible way forward

Simple, flexible and financially supported options — such as introductory workshops, reflective spaces, subsidised coaching or clearer signposting — may offer practical, realistic starting points for organisations across the region.

This report was prepared by Jan Batty, [Tiny Horse Coaching and Facilitation](#). For a full copy of the report with the survey results, contact Jan or Angie Darlington at [West Wales Action for Mental Health](#).

Coetsio yn y Trydydd Sector yng Nghanolbarth a Gorllewin Cymru: Ciplun o'r hyn y mae pobl yn ei ddweud wrthym

Crynodeb Gweithredol

Yr hyn a wnaethom

Rhannwyd arolwg byr ar-lein (yn Gymraeg a Saesneg) ar draws rhwydweithiau'r trydydd sector yn Sir Gâr, Ceredigion, Sir Benfro a Phowys. Roedd yn agored i staff a gwirfoddolwyr ar bob lefel, a derbyniodd **30 o ymatebion**. Y nod oedd deall ymwybyddiaeth, profiadau, diddordeb a rhwystrau cyfredol ynghylch coetsio yn y rhanbarth.

Mae'r adroddiad byr hwn yn nodi prif ganfyddiadau'r arolwg; mae'r adroddiad llawn yn rhoi manylion a dadansoddiad pellach.

Yr hyn a glywsom

Mae coetsio'n anghyfarwydd i lawer o hyd

Nid oedd dros hanner yr ymatebwyr erioed wedi profi coetsio, ac roedd grŵp llai'n ansicr a oeddent wedi'i brofi. Roedd y rhai a oedd wedi'i brofi'n uwch arweinwyr yn bennaf.

Lle mae coetsio'n bodoli, mae'r buddion yn glir

Roedd mudiadau sy'n cynnig coetsio'n adrodd yn gyson am welliant mewn **hyder, lles, datrys problemau, perfformiad a chadw staff**. Roedd unigolion a brofodd goetsio'n ei ystyried yn **ddefnyddiol iawn neu'n hynod ddefnyddiol**.

Mae llawer iawn o ddiddordeb ar draws rolau. Dywedodd dau draean o'r ymatebwyr - gan gynnwys gwirfoddolwyr - y byddent yn hoffi coetsio. Roedd ymatebion *Efallai* bron i gyd yn ymwneud â **chost, amser a chapasiti**, nid oedi personol. Er bod y mwyafrif yn ffafrio cael eu coetsio'n Saesneg, roedd nifer fach ond ystyrlon yn ffafrio'r Gymraeg, neu nid

"...mae coetsio wir yn helpu i gael eich meddwl yn ôl ar y trywydd cywir."

oedd gwahaniaeth ganddynt, gan amlygu gwerth mynediad dwyieithog.

Mae mudiadau'n agored ond yn ochelgar

Coetsio â chymhorthdal wnaeth ddenu'r diddordeb mwyaf. Roedd awydd hefyd am weithdai cyflwyno, manau myfyriol a gwybodaeth gliriach - ffyrdd syml a hygyrch o ddechrau archwilio coetsio.

Arian yw'r rhwystr mwyaf

Nododd bron pob ymatebydd mai **cost** oedd y rhwystr mwyaf, ac yna amser a chapasiti'r mudiad. Dywedodd rhai mudiadau nad ydyn nhw'n gwybod ble i gael gafael ar goetsio.

Beth mae hyn yn ei olygu

Mae'r canfyddiadau'n dangos sector sy'n **gwerthfawrogi man myfyriol, ond nad oes llwybrau hawdd ato eto**. Mae diddordeb mawr ar draws pob rôl, ond mae cost, amser a chapasiti'n gwneud mynediad yn anodd. Gallai hyd yn oed cynigion bach, â chefnogaeth dda, wneud gwahaniaeth ystyrlon i les, hyder a chydnerthedd timau a mudiadau.

Ffordd bosib ymlaen

Gall opsiynau syml, hyblyg ac wedi'u cefnogi'n ariannol – fel gweithdai cyflwyno, manau myfyriol, coetsio â chymhorthdal neu gyfeirio cliriach - gynnig man cychwyn ymarferol, realistig i fudiadau ar draws y rhanbarth.

Paratowyd yr adroddiad hwn gan Jan Batty, [Tiny Horse Coaching and Facilitation](#). Am gopi llawn o'r adroddiad gyda chanlyniadau'r arolwg, cysylltwch â Jan neu Angie Darlington yn [Gweithredu dros Iechyd Meddwl Gorllewin Cymru](#).