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Cargill Supervision Review

Your Name _____ Supervisor's Name _____

DESIGNING YOUR ALLIANCE

At the start of your first supervision, be prepared to design your alliance with your supervisor. Here are some questions that may spark your thinking.

- a. How do you learn best?
- b. What is your desired outcome for yourself after each supervision? After all three supervisions?
- c. What is your greatest strength as a coactive coach?
- d. What is your greatest challenge as a coactive coach?
- e. What are the challenges/saboteurs/concerns that might interfere with your ability to make the most of supervision?
- f. How can your supervisor support you in your learning?
- g. Anything else?

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CO-ACTIVE COACHING MODEL

Date					
Supervision #		1		2	
Cornerstones		Coach Sup.		Coach Sup.	
Client is Naturally Creative, Resourceful, and Whole					
Agenda Comes from the Client/Hold the Client's Agenda					
Whole Person, Team and/or Organization is Addressed					
Dance in the Moment					
Contexts					
Listening Level 2					
Listening Level 3					
Intuition					
Self-Management					
Curiosity					
Forward Action & Deepen Learning					
Other					
Big A Agenda					
Grant Relationship Power					
Designed Alliance					
Principles					
FULFILLMENT					
Resonance/Dissonance					
Using Fulfillment Tools (e.g., Future Self, Visioning, Life					
Values					
Saboteur					
BALANCE					
Identify the Topic					
Using Balance Formula					
Resonant Choice Leading to Action					
PROCESS					
Be With					
Take Them Where They Are					
Safe and Courageous Space					

CO-ACTIVE COACHING SKILLS:

Score the skills listed below as a reference for coach and supervisor. Circle the scores of up to three skills that need further development, and mark those skills to celebrate with an asterisk (*).

Supervision #	1	2	3	Supervision #	1	2	3
Powerful Questions				Hold Client Accountable			
Articulate What's Going On				Request/Challenge			
Acknowledgment				Enrollment			
Championing				Metaview			
Intrude				Metaphor			
Take Charge				Call Forth Magnificence			
Bottom Lining				Inquiry			
Hold the Focus				Other _____			

SCORING

Scoring each item listed above:

- If the context, cornerstone, and/or skill was present and effectively used, use a tick mark: ✓
- If the context, cornerstone, and/or skill was used ineffectively, use a tick mark with a minus sign: ✓ -
- If the context, cornerstone, and/or skill was absent and missing from the coaching, use a minus sign: -

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SUPERVISION SUMMARY

OVERALL SCORE

Use the following scale for the Overall Score for your coaching session:

- 7 Excellent. Solid and timely use of the Co-Active Coaching model, cornerstones and skills
- 6 Good use of the Co-Active Coaching model, cornerstones and skills, needs confidence or fine-tuning
- 5 OK use of the Co-Active Coaching model, cornerstones and skills, needs definite improvement in specific areas
- 4 Inconsistent use of the Co-Active Coaching model, contexts, cornerstones, and skills; barely getting the job done
- 3 Contexts, cornerstones, and/or skills were present but misused
- 2 Floundering; contexts, cornerstones, and/or skills were absent when needed
- 1 Negative impact on the client

Session	1		2		3	
OVERALL SCORE	My Overall Score	Supervisor's Overall Score	My Overall Score	Supervisor's Overall Score	My Overall Score	Supervisor's Overall Score
LEARNING: The two most important things I've learned today:						
HOMEWORK						