

### Marking the Supervision Review form

- “Above the Line” – The items above the thick black line, those that must be present in every Co-Active® Coaching interaction, are marked with a plus (+) if they were consistently demonstrated, a plus /minus (+/-) if they were present somewhat or not consistently present, or a minus (-) if they were missing altogether or grossly misapplied. Both the coach and the supervisor must assess all of these items. You and your supervisor need not agree on the marks given.
- “Below the Line” – The items listed below the thick black line are marked differently:
  - If the skill was used effectively, use a check mark. “√”
  - If the skill was used ineffectively, or in error, use a check minus. “√-”
  - If the skill was NOT used and was definitely called for, mark with a minus. “-”
  - If the skill was not used and was not “missing” or “needed” in the coaching, leave the line blank.

(Note: Below the Line, coach and supervisor may not have marked all the same items.)

### The Bottom Line

The Supervision Assessment Scale is intended to represent a summary statement of your demonstration of Co-Active® Coaching in this specific session. These statements are listed on the Supervision Assessment Scale, alongside a number from 1 to 10; the number represents each statement – not a grade. You and then your supervisor will each assess the session you have just reviewed using this scale. This is meant to be a summary, a snapshot, of the overall level of Co-Active® Coaching that you both reviewed in this particular coaching session or session segment.

The assessment scale is for the use of you and your supervisor. Your CPL will also have access to this information as you track your progress and learning on-line in the Program. Many people equate the number to a grade. This is NOT meant as a grade, or the equivalent of a grade; it is simply an indicator of your demonstration of coaching as a Co-Active® Coach as reflected in this particular coaching session. These numbers are not cumulative, and they have no impact on your exam or on your examiners.

On the Supervision Assessment Scale each number corresponds to a definition. With your supervisor, use these definitions to help you get a really clear sense of the level of your coaching demonstrated in each time of the sessions you have supervised. (On the page following the Supervision Assessment Scale, you will see an example of a partially completed Supervision Review form.)

Go forth and Coach!

# SUPERVISION ASSESSMENT SCALE: THE BOTTOM LINE

## The Bottom Line

Below are the definitions for each number on the scale. Bring this Scale with you to each Supervision Call, along with your Supervision Review form.

- 10 Mastery
- 9 Excellent work
- 8 Demonstrates solid understanding and application of the Co-Active® Model
- 7 Good use of the Co-Active® Model; needs confidence or fine-tuning
- 6 OK use of the Co-Active® Model; needs definite improvement in specific areas
- 5 Inconsistent use of the Co-Active® Model
- 4 Skills or tools were present but misused or not in service of the Co-Active® Model
- 3 Focus was Consulting or Problem Solving
- 2 Co-Active® Contexts and/or Skills were not being used
- 1 Failing and floundering