

Northrop Grumman 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	3
Cornerstones	Coach	Sup.	Coach
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						