



Northrop Grumman Supervision Review

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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 (all must be present)

Date Supervision #	1		2		3	
Cornerstones	Coach	Sup.	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 (all must be reviewed as shown)

FULLFILLMENT (sup 1, 2, 3)				
Resonance/Dissonance				
Using Fulfillment Tools (e.g., Future Self, Visioning, Life Purpose)				
Values				
Saboteur				
BALANCE (sup 2, 3)				
Identify the Topic				
Using Balance Formula				
Resonant Choice Leading to Action				
PROCESS (Sup 3)				
Be With				
Take Them Where They Are				
Safe and Courageous Space				

CO-ACTIVE COACHING SKILLS (skills listed in boldface type must be reviewed)

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

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SUPERVISION SUMMARY

Session #	Overall Score:	My Score for the Session	My Supervisor's Score for the Session
1			
2			
3			
	Contexts, Cornerstones, Skills to Celebrate <i>(from lists on previous page)</i> :		
1			
2			
3			
	Contexts, Cornerstones, Skills to Develop, Skills that are a Challenge for Me <i>(from lists on previous page)</i> :		
1			
2			
3			
	The two most important things I've learned today:		
1			
2			
3			
	My Homework:		
1			
2			
3			

SCORING

Scoring each item on the list of Contexts, Cornerstones, and Skills:

- If the context, cornerstone, and/or skill was present and effective, 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: -

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