

Supervisor and Coach Evaluation

Consider the different roles of the supervisor and the coach:

SUPERVISOR

COACH

Clarifies and articulates the vision	Asks questions to help Coachee his/her vision
Develops goals to achieve vision	Asks questions to help Coachee develop goals
Solicits help in accomplishing goals from those they supervise	Works with Coachee to see him/her accomplish their own goals
Sets the agenda for the meeting	Asks PBC to set agenda
Operates in a 'telling' mode	Asks questions
Answers questions	Helps Coachee discover their own answers
Gives advice	Points Coachee toward resources

- 1) Which list exemplifies your present role?
- 2) How would you like your role to change?
- 3) Which relationships do you feel you could successfully coach?
- 4) In which relationships do you need to remain primarily in the supervisory role?