Coaching Supervision:

Scope and Confidentiality Agreement

This is a supervision contract between \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ as your coaching supervisor and you \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, as the supervisee; from \_\_\_\_\_\_\_\_\_ until its conclusion on \_\_\_\_\_\_\_\_\_\_\_ This covers \_\_\_\_\_\_\_sessions of coaching supervision with the following understanding:

Coaching supervision: “is the interaction that occurs when a coach periodically brings his or her coaching work experiences to a coaching supervisor in order to engage in reflective dialogue and collaborative learning for the development and benefit of the coach and his or her clients” (ICF Website).

**The four core tasks of coaching supervision are:**

1. Assuring professionalism, integrity and ethical practice of the supervisee.
2. The personal and professional learning and development of the supervisee.
3. The rest, refueling and restoration of the supervisee.
4. Celebrating and honoring the work of the supervisee.

Passmore, Jonathan (2011-08-15). Supervision in Coaching: Supervision, Ethics and Continuous Professional Development (p. 102). Kogan Page Non-Trade. Kindle Edition.

**As a supervisee you are expected to:**

* Bring real problems, questions and issues and be prepared for supervision.
* Be willing to share openly your experiences, mistakes, hopes and fears that arise from the process of coaching.
* Recognize that attention is given to the process, feelings and relationships as well as the content.
* Provide open and timely feedback to your supervisor at any time.
* Keep notes of your supervisory sessions according to your own needs.
* Allow for recording of sessions for the supervisor’s development.

**As your supervisor I will:**

* Manage the process, which means establishing the format and timing.
* Provide a safe space for reflection.
* Ask for your feedback regularly.
* Treat all interactions with the utmost confidentiality.

**Together we agree to:**

* Abide by the code of ethics of the ICF/EMCC in all aspects of our agreement avoiding any potential conflicts of interest and if conflict should arise, openly discuss how it should be handled.
* Adhere to the plan and logistics of the sessions as mutually decided: Cancellations or rescheduling should take place with 24 hrs. notice.
* Maintain all documentation as needed and agreed upon and to keep the necessary confidentiality in all aspects of the process.
* Honor the financial terms of the agreement as mutually decided.

Fee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Supervisor Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Supervisee Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_