101 Coaching Supervision Techniques, Approaches, Enquiries and Experiments

Edited by Michelle Lucas
# Contents

*Acknowledgments* xii  
*List of tables and figures* xiii  
*About the editor* xv  
*List of contributors* xvi  
*Foreword* xxx  
*Introduction* xxxii

## 1  An eclectic perspective on coaching supervision

_David Clutterbuck_  
1  3-2-1: a reflective writing technique by Liz Ford 7  
2  Affirmations and alternatives by Michelle Lucas and Carol Whitaker 10  
3  Arrivals and departures with picture cards by Michelle Lucas and Charlotte Housden 12  
4  Building confidence: authority, presence and impact by Julia Menaul 14  
5  Capturing journeys on a big scale by Michelle Lucas and Andy King 17  
6  Deepening reflection by Michelle Lucas and Tammy Turner 21  
7  Developing behavioural flexibility by Anne Calleja 23  
8  Developing coach maturity by David Clutterbuck 26  
9  Developing courage: naming elephants and speaking truth to power by Marie Faire 29  
10  Dilemma cards by Michelle Lucas and Carol Whitaker 32  
11  Exploring boundaries by Angela Dunbar 35  
12  Exploring relationships with clean language by Angela Dunbar 38  
13  Exploring the supervisee's client with clean networks by Angela Dunbar 40  
14  Feeling stuck by Anne Calleja 43
## Contents

15 Fishbowl supervision by Michelle Lucas and Tammy Turner 47
16 I am part of a system by Tammy Turner 49
17 Issues, insights, ideas and intentions by David Clutterbuck 52
18 Keeping it real by Michelle Lucas and Carol Whitaker 54
19 Line of enquiry by Michelle Lucas and Carol Whitaker 57
20 Making friends with our inner critic by Clare Norman 59
21 Mentor Coaching by Clare Norman 62
22 Metaphor magic box by Lily Seto 65
23 Misfits by Michelle Lucas 68
24 Quiet by Michelle Lucas 71
25 Reflecting through action inquiry by Christine Champion 73
26 Reflective writing by Michelle Lucas and Christine Champion 76
27 Rehearse, review, repeat ... by Michelle Lucas, Tammy Turner and Carol Whitaker 79
28 Rush writing by Clare Norman 82
29 Seven conversations by David Clutterbuck 84
30 Situation-thoughts-consequences by Carmelina Lawton Smith 87
31 Supervising with developmental Action Logics by Claire Davey 90
32 Supervision with LEGO by Dr. Damian Goldvarg 94
33 Tapping into the client perspective by Lesley Matile 97
34 The supervisor in 'tutor’ mode by David Clutterbuck 100
35 The threes Cs: contract, competence and client’s best interest by Marie Faire 102
36 Tree perspectives: growing your practice through creative reflective writing by Jackee Holder 105
37 Trial triumph trivia by Clare Norman 108
38 Use of attachment theory in supervision by Henry Campion 110
39 Using AI in supervision by David Clutterbuck 114
40 Using vision boards by Liz Ford 117
41 Writing the labyrinth by Jackee Holder 119

## An existential approach to coaching supervision

*Ernesto Spinelli*

42 Deliberately self-centred supervision by Michelle Lucas 129
43 Harnessing self-doubt by Michelle Lucas 132
44 Intentions and interventions by Benita Treanor 135
45 The value of noticing by Diane Hanna 138
46 Working with shame using embodied coaching by Tsafi Lederman and Jenny Stacey 140
3 A gestalt approach to coaching supervision  
*Julie Allan and Alison Whybrow*  
47 Giving an object a voice by Michelle Lucas  
48 Inner noticing by Julie Allan and Alison Whybrow  
49 Supervision and sensing by Claire Davey  
50 Transformative explorations through objects and metaphor by Sue Congram  
51 Two-chair experiment by Alison Whybrow and Julie Allan  
52 Working with blocks by Julie Allan and Alison Whybrow  
53 Working with gesture by Alison Whybrow and Julie Allan

4 A person-centred approach to coaching supervision  
*Linda Aspey*  
54 Exploring congruence by Michelle Lucas  
55 Supervisee-led supervision by Louise Sheppard

5 A positive psychology approach to coaching supervision  
*Carmelina Lawton-Smith*  
56 5% sentences by Carmelina Lawton Smith  
57 eMotive cards by Peter Duffell  
58 FeedForward by Carmelina Lawton Smith  
59 Give yourself an ‘A’ by Clare Norman  
60 Good news by Michelle Lucas and Carol Whitaker  
61 Personal strengths review by Carmelina Lawton Smith  
62 Strengths cards by Carmelina Lawton Smith  
63 Using metaphor to explore ‘at my best’ by Angela Dunbar

6 A psychodynamic perspective: A developmental Transactional Analysis approach to coaching supervision  
*Lynda Tongue*  
64 CHECKS self supervision checklist by Lynda Tongue  
65 Contracting using four Ps by Michelle Lucas  
66 Desert island fantasy by Michelle Lucas and Christine Champion  
67 Discounting and the steps to success by Lynda Tongue  
68 Exploring the potential for collusion by Michelle Lucas and Lynda Tongue  
69 Exploring transference and countertransference by Michelle Lucas and Anne Calleja  
70 Focus on feelings by Michelle Lucas and Carol Whitaker  
71 Handling relationship conflict using the drama triangle by Julia Menaul and Lynda Tongue
x Contents

72 Parallel process by Lynda Tongue 242
73 STEPS for supervision by Lynda Tongue 245
74 Using time structuring to understand intimacy in relationships by David Crowe and Michelle Lucas 248

7 A Solution-Focused approach to coaching supervision 252
Evan George and Denise Yusuf
75 Sit in three chairs by Fredrike Bannink 258
76 Solution-Focused scaling questions by Evan George and Denise Yusuf 260
77 Sparkling Moments: instances and exceptions by Evan George and Denise Yusuf 263
78 Stopping and starting by Carmelina Lawton Smith and Evan George 265
79 The tomorrow question by Michelle Lucas 268
80 Transferring competence by Fredrike Bannink 270

8 A systemic approach to supervision 273
Maren Donata Urschel
81 Mapping what is by Maren Donata Urschel 279
82 One step towards better by Maren Donata Urschel 282
83 Resourcing by Maren Donata Urschel 284
84 Systemically orientated questions by Maren Donata Urschel 287
85 Using free movement by Damion Wonfor 289
86 Working with the Seven-Eyed model by Michelle Lucas 292
87 Working with the shadow by Clare Norman 295
88 Working with the supervisee's dilemma by Damion Wonfor 297

9 A Thinking Environment approach to coaching supervision 300
Linda Aspey
89 Dialogue by Linda Aspey 306
90 Rounds by Linda Aspey 309
91 Thinking Pairs by Linda Aspey 311

10 A transpersonal approach to coaching supervision 315
Hetty Einzig
92 Centring by Paul King 322
93 Healthy self-feedback (for group supervisors) by Helen Reuben 325
94 Ideal model by Hetty Einzig 327
95 'Self-preparation' for supervisors by Helen Reuben 330
96 The two dimensions of growth by Hetty Einzig 333
<table>
<thead>
<tr>
<th>Page</th>
<th>Title</th>
<th>Author</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>97</td>
<td>Using the outdoors</td>
<td>Liz Ford</td>
<td>335</td>
</tr>
<tr>
<td>98</td>
<td>What's my environmental footprint?</td>
<td>Penny Walker</td>
<td>338</td>
</tr>
<tr>
<td>99</td>
<td>Wise being guided visualisation</td>
<td>Hetty Einzig</td>
<td>341</td>
</tr>
<tr>
<td>100</td>
<td>Working with emergent purpose</td>
<td>Hetty Einzig</td>
<td>344</td>
</tr>
<tr>
<td>101</td>
<td>Working with our sub-personalities</td>
<td>Hetty Einzig</td>
<td>347</td>
</tr>
</tbody>
</table>

**Index**

350