International Centre for Coaching Supervision

Self-Assessment: Readiness to Become a Coaching Supervisor

Becoming a coaching supervisor is a significant milestone in your coaching career. It requires experience, reflective practice, and a desire to support the professional development of other coaches.

This self-assessment will help you evaluate your readiness to take on this responsibility. By reflecting on your skills, experience, and motivations, you'll gain clarity on whether you're prepared to step into the role of a coaching supervisor.

How To Use This Self-Assessment

Answer the following questions honestly, and reflect on where you feel confident and where you may need further development.

If it helps, score yourself out of 10 and if you achieve over 70 in total that's a great starting point!

Warning! ⚠️ We notice that many coaches underestimate their readiness and judge themselves too harshly. No coach is ever perfectly ready which is why training programmes exist. Be generous with yourself as you go through this and recognise what you have achieved as a coach.

Question	Reflections	Score
Qualified as a Professional Coach Am I a formally trained and qualified coach? To supervise other coaches effectively, you need to be a qualified coach yourself, having completed a recognised coaching qualification. Supervisors are expected to have a solid foundation of training to guide others in professional coaching.		

Question	Reflections	Score
Depth of Coaching Experience Have I accumulated enough practical coaching experience? Supervisors must draw from extensive hands-on coaching experience. Typically, having at least 500 hours of coaching practice is recommended. This experience should encompass a variety of client challenges, industries, and coaching scenarios.		
Commitment to Reflective Practice Do I engage in regular reflective practice? Coaching supervision involves helping coaches reflect on their practice. To facilitate this, you must have your own established reflective practice, where you critically examine your work, biases, and personal growth as a coach.		
Supervisory and Mentoring Skills Can I effectively mentor and supervise other coaches? Supervisors guide and mentor coaches, providing feedback, support, and sometimes challenging them to reflect deeply. You must be skilled in offering constructive feedback and facilitating the growth of others without taking over the process.		
Understanding of Ethical Practices Do I have a strong understanding of ethical coaching practices? As a supervisor, you'll often help coaches navigate ethical dilemmas. Therefore, it's crucial to have a solid grounding in coaching ethics and professional standards, as well as a clear sense of how to handle tricky situations.		

Question	Reflections	Score
Emotional Intelligence and Self-Regulation Can I manage my emotions and respond calmly to challenges? Supervision requires emotional intelligence, particularly in managing your own emotions and supporting coaches through theirs. You'll need the ability to maintain composure and neutrality while addressing sensitive or difficult situations.		
Interest in Diverse Coaching Approaches Am I interested in various coaching methodologies? Supervisors work with coaches from various backgrounds, who may follow different coaching styles (e.g., performance coaching, transformative coaching, etc.). An interest in gaining a broad understanding of different approaches will help you offer relevant supervision tailored to the individual coach's practice.		
Passion for Developing Others Do I feel driven to support and develop other coaches? Supervision is not just about oversight—it's about fostering the growth of others. Supervisors should be passionate about helping fellow coaches reach their potential and contribute to the coaching profession's overall quality and standards.		

Question	Reflections	Score
Strong Communication Skills Do I communicate clearly and constructively? Supervisors need excellent communication skills to give feedback, facilitate reflective conversations, and navigate complex discussions. Being able to articulate ideas clearly and listen deeply is essential for effective supervision.		
Flexibility and Openness to Learning Am I open to learning and adapting my supervision practice? Even as a supervisor, you will continue to learn from your supervisees, peers, and experiences. You must be open to evolving your supervisory style and be willing to learn from each supervision relationship.		

Next Step

How did you get on?

If you feel confident about your answers and believe you're ready to step into the role of a coaching supervisor, we invite you to take the next step.

Book a call with us to discuss how our program can support your journey and help you refine your skills as a coaching supervisor.

And, even if you're not so sure and want to explore your concerns, feel free to book a call.

Book a Call with Us