

## Coaching Feedback and Observations\*

**Self-feedback: The stuff  
you already know about yourself**

**Comments that may signal further  
reflection for your learning about  
you**

**Team-  
feedback:  
The stuff  
they  
know and  
believe  
about you**

**1.**

*Box 1: Stuff You & Others Already Know.* This is the stuff that you and at least some of your colleagues feel that they know about you, both your strengths and leadership challenges that might be areas for self-development.

**2.**

*Box 2: Comments for Further Learning.* These are comments by your colleagues, both strengths and challenges. They may be areas to reflect on further and solicit more feedback about.

**3.**

*Box 3: Potential Self-disclosure.* Stuff in box 3 are areas that you mentioned, but nobody else did. They may represent the stuff you have kept private, but could choose to disclose if you decide the trust you build by being more transparent is worth any risk you might feel.

**4.**

**Possible assumptions to test**

*Box 4: Stuff I Made Up.* A few assumptions or questions that I imagined you having. The stuff in this box is purely what I would be thinking about if I were in your shoes. You could ignore, correct for a better fit or consider and test out with your colleagues or coach.

**Unknown  
to others  
on team**

\* Based on Johari Window Model