



UCA THREE SEATS

A Coaching Practice Lab: Practice. Observe. Reflect. Grow.

PAUSE Observer Feedback Sheet

Perceive → Ask → Understand → Seek possibilities → Evolve

Observe, don't assess. Be specific. Stay curious. Leave ownership with the Coach.

Coach: _____

Coachee: _____

Observer/Timekeeper:

TODAY'S OBSERVER LENS

Open Practice: What do you notice about the Coach's natural practice?

Model in Practice: How does the Coach's use of structure affect the Coachee's thinking?

Skill in Practice: What happens to the Coachee's thinking following questions, challenge and silence?

P – PERCEIVE

During the coaching: What did I actually see or hear?

Capture two or three specific moments. Note what happened next.

A – ASK

During feedback: What am I curious about?

Choose a useful observation and ask rather than assume. "I noticed ... and I wondered ..."

U – UNDERSTAND

What becomes clearer after hearing the Coach and Coachee perspectives?

Has anything changed or added to my original perspective?

S – SEEK POSSIBILITIES

What might be useful for the Coach to explore or experiment with?

Offer possibilities, not prescriptions.

E – EVOLVE

Coach takeaway

For the Coach to complete: One thing I want to continue, change or experiment with is:

10-MINUTE FEEDBACK CONVERSATION

1. Coach

Reflects
~2 mins

2. Coachee

Shares experience
~2 mins

3. Observer + Coach

Use PAUSE
~4 mins

4. Coach

Evolve / takeaway
~2 mins

PAUSE before you interpret, advise or assess.