# CLEAR Model

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The CLEAR model was developed by Peter Hawkins in the early 80’s as a process for coaching. It is also applicable and well-tried within a supervision environment. CLEAR an acronym for **C**ontracting; **L**istening; **E**xploring; **A**ction; **R**eview. It is not dissimilar to the GROW model (another well-known coaching model) although it includes additional elements.

**CONTRACTING**

Contracting is an opportunity to set the ground rules for working together and establishing the outcomes and priorities wanted by both supervisor and supervisee. If this is an initial meeting this step will be probably be extended to ensure the understanding and signing of a written supervision agreement or contract and explanation of the standard agenda (if used).

**LISTENING**

This stage is all about actively listening to your supervisee. Helping them to gain an understanding of their situation in relation to the standards, priorities and tasks required.

**EXPLORING**

This stage comprises two elements:

**Exploring 1:** Helping the supervisee to understand the impact of their performance, both positive and negative, and the effects on themselves, both personally and professionally.

**Exploring 2:** Challenging the supervisee to think through possibilities for future action in resolving the situation or developing their practice.

**ACTION**

At this stage you are supporting the supervisee to choose a way ahead, and decide the next steps within the context of the standards, priorities and plans which inform their role.

**REVIEW**

Finally this is about closing the session, reinforcing ground covered, decisions made and value added. As a supervisor you are also encouraging feedback from your supervisee on what was helpful about the supervision process or session, what was difficult and what they would might be helpful in future sessions.