

Hawkins CID-CLEAR Model for Team Coaching (from Hawkins & Smith, 2013)

C	Contracting 1	- Initial individual exploratory discussions
I	Inquiry	- Research the evidence
D	Discovery, Diagnosis & Design	



C	Contracting 2	- The outcomes and ways of working with the whole team
L	Listening	- To get under the 'tip of the iceberg'
E	Explore & Experiment	- Open up, use tools
A	Action	- What will they actually do?
R	Review	- Build into the process