

This is another case where I audio-recorded this onto my smart phone and listened to it repeatedly with the hope of MEMORIZING IT -Rich Dallas



# ICF Core Competencies

Ethical guidelines ensure EFFECTIVENESS as well as Safety

Standards Ensure that a "Consistent process is followed and a uniform work product is produced"

"AGREEMENT" can be Formal or Informal

The Phenomena of "RESISTANCE" should be discussed, as well as practical ideas for getting around it.

FUN! Don't forget FUN!

"T.G.R.O.W." and "R.I.G.A.A.R." Models can also be useful questioning frameworks

MECSTAT MODEL helps, as does the "Meta Model" and the "Milton Model"

Actions or "TASKS" are assigned as homework to try and put in to practice OUTSIDE the sessions, (worksheets, outside reading)

STOPP card strategy, JOURNAL ENTRIES

The ONLY thing a Life Coach OR even a psychotherapist can do is "provoke thought" and inspire creative thinking about the Client's situation...EVER!

## ICF Definition of Coaching:

**Collaborating** with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

The "SPIRIT" with which you approach the Coaching/Discipling relationship speak volumes before you every open your mouth.

Find more about ICF Core Competencies at [icf.to/CoreCompetencies](http://icf.to/CoreCompetencies)

Your "Presense" is characterized by Empathy, Congruence, Unconditional Positive Regard, Autonomy, Collaboration and Evocation

Active Listening Skills ensures that  
1. you have heard the Client accurately  
2. you convey to the Client that they have been accurately heard,

There are DOZENS of questioning "Frameworks" with different purposes in mind. (D.A.R.N.C.A.T. AND M.E.C.S.T.A.T.) Useful and generic processes, can be found with HUNDREDS of powerful, effective and thought-provoking questions

This is extraordinarily vague! "Creating Awareness" Probably means  
1. Creating Awareness of choice in a given situation or  
2. GENERATING ALTERNATIVE meaning OR NEW choices for action ...  
3. OR ALL OF THE ABOVE

Developing a PLAN of action for the Life Coaching process. Based on Girard Egan's "Skilled Helper Model": Where are they?, How'd they get there?, What do they like about where they are?

"Social Influence" and a balance of "DIRECTIVE" and "NON-DIRECTIVE" approaches are useful.

## Setting the Foundation

### 1) Meeting Ethical Guidelines & Professional Standards

Understanding coaching ethics and standards and applying them appropriately in all coaching situations.

### 2) Establishing the Coaching Agreement

Understanding what is required in the specific coaching interaction and coming to agreement with the prospective and new client about the coaching process and relationship.

## Co-Creating the Relationship

### 3) Establishing Trust & Intimacy with the Client

Creating a safe, supportive environment that produces ongoing mutual respect and trust.

### 4) Coaching Presence

Being fully conscious and creating spontaneous relationships with clients, employing a style that is open, flexible and confident.

## Communicating Effectively

### 5) Active Listening

Focusing completely on what the client is saying and is not saying, understanding the meaning of what is said in the context of the client's desires, and supporting client self-expression.

### 6) Powerful Questioning

Asking questions that reveal the information needed for maximum benefit to the coaching relationship and the client.

### 7) Direct Communication

Communicating effectively during coaching sessions, and using language that has the greatest positive impact on the client.

## Facilitating Learning and Results

### 8) Creating Awareness ... of CHOICES

Integrating and accurately evaluating multiple sources of information, and making interpretations that help the client to gain awareness and thereby achieve agreed-upon results.

### 9) Designing Actions

Creating with the client opportunities for ongoing learning, during coaching and in work/life situations, and for taking new actions that will most effectively lead to agreed-upon coaching results.

### 10) Planning & Goal Setting

Developing and maintaining an effective coaching plan with the client.

### 11) Managing Progress & Accountability

Holding attention on what is important for the client, and leaving responsibility with the client to take action.