



ICF Definition of Coaching:

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

Find more about ICF Core Competencies at icf.to/CoreCompetencies

ICF Core Competencies

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**
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.