





























# Updated CCs 7

**6. Powerful Questioning**—Ability to ask questions that reveal the information needed for maximum benefit to the coaching relationship and the client.

**7. Direct Communication**—Ability to communicate effectively during coaching sessions, and to use language that has the greatest positive impact on the client.

**8. Creating Awareness**—Ability to integrate and accurately evaluate multiple sources of information and to make interpretations that help the client to gain awareness and thereby achieve agreed-upon results.

**7. Evokes Awareness**—Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence, metaphor, or analogy

# Updated CCs 8

**9. Designing Actions**—Ability to create 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 and Goal Setting**—Ability to develop and maintain an effective coaching plan with the client.

**11. Managing Progress and Accountability**—Ability to hold attention on what is important for the client, and to leave responsibility with the client to take action.

**8. Facilitates Client Growth**—Partners with the client to transform learning and insight into action. Promotes client autonomy in the coaching process.





# Overview: Updated Core Competencies





## Competencies 1 & 2: The Being of the Coach

# 1. Demonstrates Ethical Practice

- Demonstrates integrity
- Abides by the ICF Code of Ethics
- Respects confidentiality
- Maintains distinctions with other support professions

## 2. Embodies a Coaching Mindset

- Engages in ongoing learning and development
- Appreciates client autonomy
- Develops reflective practice



## Competencies 3-8: The Doing of Coaching

### 3. Establishes and Maintains Agreements

- Agreement for coaching relationship
- Agreement for overall coaching plan and goals
- Agreement for session goals and objectives

## 4. Cultivates Trust and Safety

- Creates a safe, supportive environment
- Respects whole person of the client
- Acknowledges the work of the client in the process

## 5. Maintains Presence

- Maintains full focus on the client
- Demonstrates curiosity
- Manages emotions
- Creates space for reflection

## 6. Listens Actively

- Engages in holistic listening
- Reflects back to ensure shared understanding
- Integrates understanding of the client to support communication



## 7. Evokes Awareness

- Asks questions to elicit new insights
- Shares observations to support new learning
- Supports the client in reflection and reframing

## 8. Facilitates Client Growth

- Facilitate learning into action
- Respects client autonomy
- Celebrates progress
- Partners to close session



## Next Steps & Key Milestones

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## Next Steps

- Updated credential assessment test blueprint
- Item development & validation
- Test construction
- Equivalence testing
- Update PCC Markers to ensure alignment

# Transition Timeline

- Launch updated assessment for ICF Credentialing – Early 2021
- Deadline for integration of updated Core Competency model in training curricula:
  - New accreditation applicants – January 2021
  - Existing accredited programs – Incremental renewal surveys 4 & 6, beginning in 2021

Questions?

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Thanks for joining us!

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