ICF Core Competency Updates

ICF Job Analysis 2017-19

Carrie Abner, Director for Credentialing & Accreditation

Joel DiGirolamo, Director of Coaching Science

George Rogers, Director for Quality Assurance, Credentialing & Accreditation

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Agenda

- Overview of Job Analysis research
- Comparison of existing and update Core Competency models
- Overview of updated Core Competencies
- Next steps
- Questions & Answers

ICF Job Analysis Research

Coaching Core Competencies

- Job Analysis
  - Job Description
  - Competencies
- 5-7 Year Review
- Outside Partner
- Data Driven

Coaching Competency Activities I

- Kick-Off (October 2017)
- Interviews with SMEs (Subject Matter Experts)
- Face-Face Workshop in US
  - Critical Incidents of Coaching (>280)
  - 8 N. America, 1 S. America, 5 Europe, 1 Asia, 1 Africa
- Face-Face Workshop in London
  - Tasks, Knowledge, Abilities, Other Characteristics (KAOs)
  - 4 N. America, 5 Europe, 2 Asia, 1 Africa, 1 Oceania

Coaching Competency Activities II

- Survey on Task Frequency & Importance, KAO Importance
  - 1,291 Responses
- Determined “Core” Tasks & KAOs
  - 79 Core Tasks, 56 Core KAOs
- Face-Face Workshop in US
  - Analyze Data
  - Recommend Changes to Existing Core Competency Model
  - 5 N. America, 3 Europe, 1 Asia, 1 Oceania
- Analysis

Updated Coaching Core Competencies

- Virtually All Existing Concepts Included
- More Streamlined
- More Consistent Language
- Embellished Some of the Concepts
- Enhanced Cohesion
- More Succinct
  - 1,537 Words ➔ 1,109 Words

Professional Coaching Themes I

- Ethical Behavior and Confidentiality are Paramount
- Expansion of Coaching Agreement
  - Organization
  - Overall Client Engagement
  - Session
- Enhancement of Partnership Concept
  - Client's Equal Voice
  - Mutual Accountability

Professional Coaching Themes II

- Concept of Professional Development & Reflective Practice
  - Reflection, Self-Regulation
- Integration of Client Context and Culture
  - Includes Family Structures, Values
  - Holistic View of Client

Core Competencies Comparison

Updated CCs 1 and 2

1. Meeting Ethical Guidelines and Professional Standards—Understanding of coaching ethics and standards and ability to apply them appropriately in all coaching situations.

1. Demonstrates Ethical Practice- Understands and consistently applies coaching ethics and standards of coaching

2. Embodies a Coaching Mindset- Develops and maintains a mindset that is open, curious, flexible and client-centered

Updated CCs 3 and 4

2. Establishing the Coaching Agreement— Ability to understand what is required in the specific coaching interaction and to come to agreement with the prospective and new client about the coaching process and relationship.

3. Establishes and Maintains Agreements- Partners with the client, and relevant stakeholders, to create clear agreements about the coaching relationship, process, plans, and goals. Establishes agreements for the overall coaching engagement as well as those for each coaching session.

3. Establishing Trust and Intimacy with the Client—Ability to create a safe, supportive environment that produces ongoing mutual respect and trust.

4. Cultivates Trust and Safety-Partners with the client to create a safe, supportive environment that allows the client to share freely. Maintains a relationship of mutual respect and trust.

Updated CCs 5 and 6

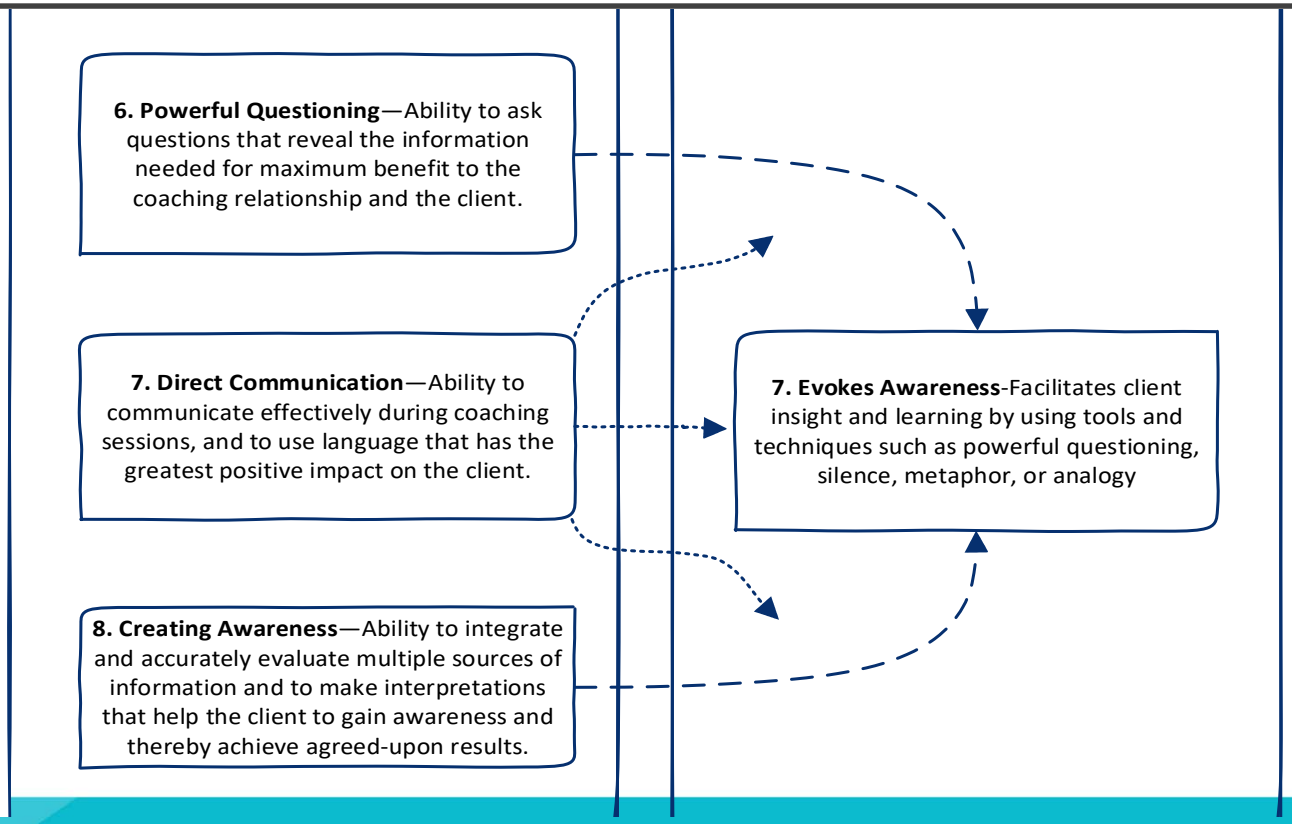
4. Coaching Presence—Ability to be fully conscious and create spontaneous relationship with the client, employing a style that is open, flexible and confident.

5. Maintains Presence- Is fully conscious and present with the client, employing a style that is open, flexible, grounded and confident

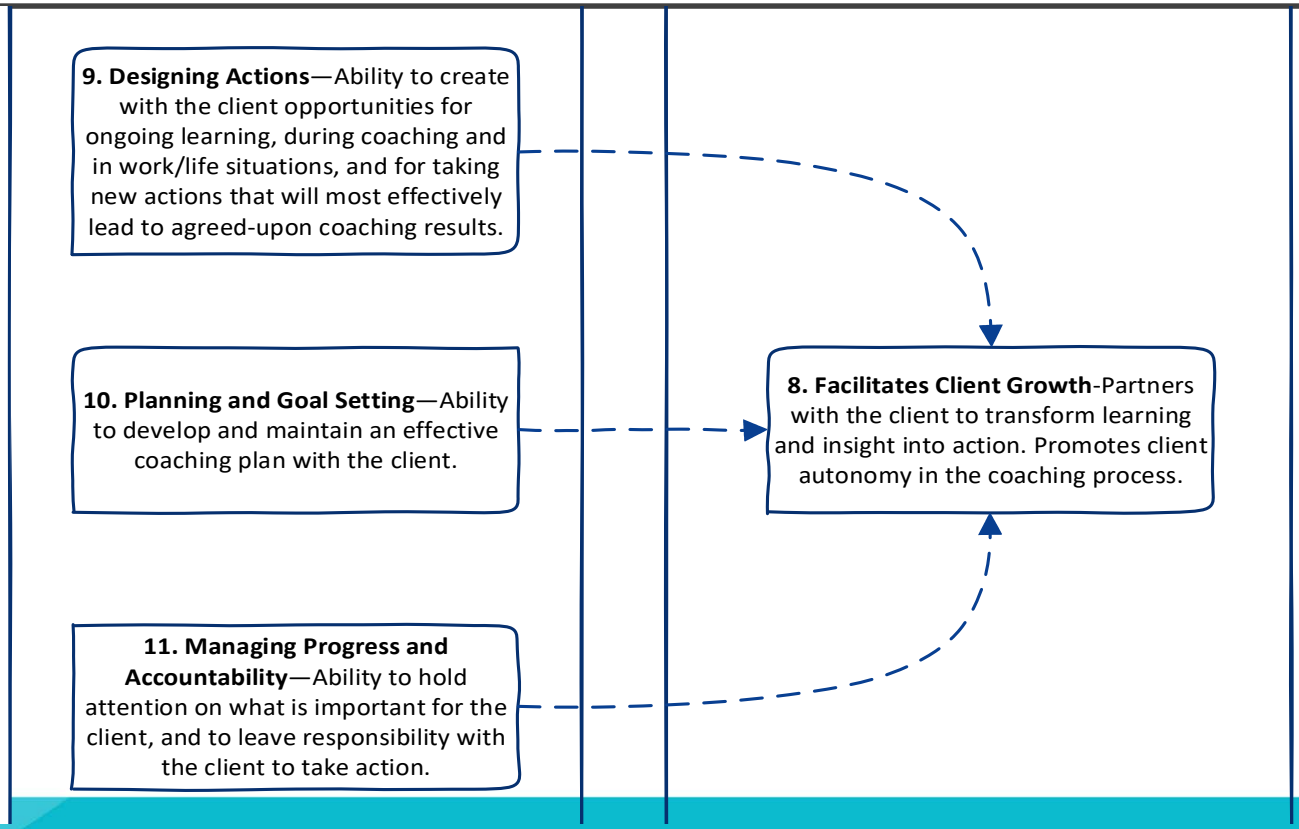
5. Active Listening—Ability to focus completely on what the client is saying and is not saying, to understand the meaning of what is said in the context of the client's desires, and to support client self-expression.

6. Listens Actively-Focuses on what the client is and is not saying to fully understand what is being communicated in the context of the client systems and to support client self-expression

Updated CCs 7



Updated CCs 8



Overview: Updated Core Competencies

Competencies 1 & 2: The Being of the Coach

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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

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?

Thanks for joining us!

International Coach Federation

coachfederation.org

support@coachfederation.org

1.888.423.3131