

ICF Core Competencies

*Updated Core Competencies come into effect mid-2021. Learn more at [coachingfederation.org/core-competencies](https://www.coachingfederation.org/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.