ICF Core Competencies

*The updated Core Competencies will be integrated in ICF-accredited Coach Training Programs curricula beginning in January 2021. Then, updated Credentialing assessments reflecting the revised Core Competencies will launch in early 2022. Learn more at 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.