

The Professional Charter for Coaching, Mentoring and Supervision of Coaches, Mentors and Supervisors



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The Professional Charter for Coaching, Mentoring and Supervision of Coaches, Mentors and Supervisors has been accepted by the European Union (EU), and it is now listed on the EU's co-regulation and self-regulation databases. You can view the [Charter here](#).

This Charter is the result of collaboration with other coaching associations to reflect a common understanding of professional coaching to regulators. It helps demonstrate why professional bodies should be the regulators of coaching rather than individual national, state, or provincial governments. While the Charter does not carry the force of law, it does demonstrate a concerted effort to self-regulate the profession on the part of major coaching associations.

The latest Charter is an enhancement of a 2011 version, both of which ICF has played a major role in developing. The 2022 Charter includes key updates to ensure our self-regulation remains relevant, providing appropriate protections for consumers and enabling skilled coaches, mentors and supervisors to validate their credibility in the market.

The most recent version of the Charter was agreed to by the Association for Coaching, the Association for Professional Executive Coaching and Supervision, the Association of Business Mentors, the Association of Coaching Supervisors, the European Mentoring and Coaching Council, the International Mentoring Association, the Societe Francaise de Coaching, and the International Coaching Federation. In addition to be accepted in the EU, the geographical coverage also was extended to include Iceland, Norway, Switzerland, and the United Kingdom.

As noted in the Charter, the goals are that this agreement establishes a set of guidelines whose main goal is to establish a benchmark for ethics and good practice in coaching, mentoring and the supervision of coaches, mentors and supervisors of coaches, mentors, and coach/mentor supervisors (hereafter shortened to supervision). It aims to ensure that coaches, mentors, and supervisors conduct their practice in a professional and ethical manner. It also gives guidance to professional coaching, mentoring and supervision bodies as regards the acceptance by their members of an appropriate Code of Ethics, and as regards their role in the monitoring of the Charter and applying sanctions in case of breach.

The Charter is also meant to inform clients of coaching, mentoring and supervision services, and to promote public confidence in coaching, mentoring and supervision as processes for professional and personal development. Further, the Charter reflects the mission of professional bodies to promote and ensure good practice in coaching, mentoring and supervision.

The Professional Charter is the basis for the development of self-regulation for the coaching, mentoring and supervision professions. It is a public document and is drafted with regard to European law such as to be registered on the publicly accessible European Union database, co-managed by the European Commission and the European Economic and Social Committee.

ICF urges its chapters to share this information with their members across Europe. The Charter helps to define professional coaching and differentiate professional coaches from those individuals who may hold themselves out as coaches, however with no training, professional credentials, or adherence to a code of ethics. The Charter is also a tool that ICF Members can share with their clients to ensure that they appreciate and understand what the international coaching community has agreed are the standards that they should seek in a professional coaching engagement.

It's also useful for individual members to share information about this Charter with their clients as part of a message about ICF's professional standards. Sample language could include the following:

I/we work according to the International Coaching Federation (ICF), Code of Ethics (enclosed).

The ICF Code of Ethics together with the ICF Core Competencies for Coaching, reflects our mission to ensure and promote good practice in coaching. ICF together with a few other coaching bodies received recognition by the EU in 2022 when the EU approved "Coaching as a Self-Regulating Profession" based on the work of several professional coaching associations.

As noted in this EU Charter, the goal has been to establish a benchmark for ethics and good practice in coaching, to ensure that coaches conduct their practice in a professional and ethical manner.

The Charter is a public document and accessible on the European Union database is linked [here](#).



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