

ICF CONVERGE
OCTOBER 23-25, 2025 • SAN DIEGO

Use this section to capture notes, reflect and complete activities during the session.

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

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How will you leverage what you learned today in your coaching?

Use the LEAD Inclusively™ Development pillars and questions below to reflect and plan.

Learning

How can I get more information? I am **CURIOUS** about DEI. I'd like to better understand why it's important and what to do.

What aspects of DEI do I need to learn more about and how will I gain this learning?

Engagement

How does this relate to me personally? I am **AWARE** that my mindset and biases can impact how I operate as a leader. I am committed to the self development necessary to more intentionally and effectively use inclusive behaviors in my interactions.

What development will I engage in to uncover my biases and increase my confidence and competence navigating a broad spectrum of differences?

Allyship

How can I support DEI? I am **COMMITTED** to creating an environment that allows everyone to feel valued, respected, heard and supported. Diversity, equity and inclusion is important, and I am comfortable expressing my opinion and support publicly.

What does allyship look like for me at this moment? Do I have opportunities to be more courageous?

Driving Change

How can I be a change agent? I am **CONFIDENT** that with some guidance I can make an impact. I am ready to use my power, influence, and resources to mobilize systemic changes that support DEI.

How can I leverage my platform to make a larger impact?

Reflect on where you see yourself within the LEAD Inclusively™ pillars, note opportunities to deepen your skills, and use this as a guide for growth beyond the conference.

Recommendations for DEI Coaching Continued Development

What to look for when choosing a program:

- **Accreditation:** Choose programs that are ICF CCE-accredited and align with ICF core competencies.
- **Qualified DEI Mentor Coaches:** Look for programs led by ICF-credentialed mentor coaches with DEI expertise and experience.
- **Comprehensive Curriculum:** Ensure the program goes beyond learning key concepts and includes 1:1 DEI mentor coaching, peer to peer practice and a coach demonstration with comprehensive feedback.

The Confidence Network | Kristine Pérez-Foley, M.Ed PCC | <https://confidence-network.com/>