



## Impact and Contributions (Emerging Coach) Coaching Profession & Thought Leadership

| Exceptional<br>4 points   | Very Good<br>3 points  | Adequate<br>2 points   | Weak<br>1 point  |
|---|--|--|--|
| <p>Clear examples of leadership and impact.</p> <p>Recognition for insights and thought leadership through speaking engagements in multiple (at least 3) ICF and non-ICF conferences in the last 3 years prior to the application.</p> <p>Evidence that this individual has published or presented at least one substantive piece of coaching research/ study/ paper.</p> <p><u>Potential indicators:</u></p> <p>Detailed evidence of the nominee's contributions to date.</p> <p>Detailed evidence of how the nominee is poised to change the practice of professional coaching.</p> | <p>Clear examples of leadership and impact.</p> <p>Recognition for insights and thought leadership through speaking engagements in multiple (at least 2) ICF and non-ICF conferences in the last 3 years prior to the application.</p> <p><u>Potential indicators:</u></p> <p>Detailed evidence of the nominee's contributions to date.</p> <p>Detailed evidence of how the nominee is poised to change the practice of professional coaching.</p> | <p>Clear examples of leadership and impact.</p> <p>Recognition for insights and thought leadership through speaking engagements in at least 1 ICF and/or non-ICF conferences in the last 3 years prior to the application.</p> <p><u>Potential indicators:</u></p> <p>Sufficient evidence of the nominee's contributions to date.</p> <p>Sufficient evidence that this person has the potential to impact the coaching profession.</p> | <p>A good level of commitment at one or more levels of the association.</p> <p>Some impact is clear; contribution has been acknowledged.</p> <p>Recognition for insights and thought leadership through speaking engagement in any ICF or non-ICF conference in the last 3 years prior to the application.</p> <p>Some evidence of the nominee's contributions to date.</p> <p>Some evidence that this person has the potential to impact the coaching profession.</p> |



## Impact and Contributions (Emerging Coach) on ICF – International Coaching Federation

| Exceptional<br>4 points   | Very Good<br>3 points   | Adequate<br>2 points   | Weak<br>1 point   |
|---|---|--|---|
| <p>Strong commitment at multiple levels of the association.</p> <p>A strong supporter of the association and its programs.</p> <p><u>Potential indicators:</u></p> <p>Regional or international level leadership.</p> <p>Mentoring other coaches to aim for excellence (Min 1 other coach) supporting ICF standards.</p> <p>The nominee is already deeply engaged with the global coaching community.</p> | <p>Strong commitment at least 1 level of the association.</p> <p>A strong supporter of the association and its programs.</p> <p><u>Potential indicators:</u></p> <p>At least regional level leadership.</p> <p>The nominee is engaged with the global coaching community.</p> | <p>A supporter of the association and its programs.</p> <p><u>Potential indicators:</u></p> <p>Local or regional level leadership.</p> <p>The nominee is engaged with the global coaching community.</p> <p>The nominee is beginning to engage with the global coaching community.</p> | <p>A limited impact on the association (perhaps at just one level).</p> <p>Limited recognition for contribution.</p> <p>Participation in regional ICF conferences as an attendee.</p> |



## Impact and Contributions (Emerging Coach) Social Impact, including Pro-bono activities

| Exceptional<br>4 points  | Very Good<br>3 points   | Adequate<br>2 points  | Weak<br>1 point   |
|--|---|---|---|
| <p>Evidence that this individual has partnered on a social impact initiative or project with quantifiable data tracked.</p> <p>Significant contributions across multiple avenues (3+) of social change and pro bono activities.</p> <p>Recognition as a leader in initiating social change.</p> <p>Regional level.</p> | <p>Evidence that this individual has partnered on a social impact initiative or project with some data tracked.</p> <p>Significant contributions across multiple avenues (2+) of social change and pro bono activities.</p> <p>Local or regional.</p> | <p>Evidence that this individual has partnered on a social impact initiative or project with limited data tracked.</p> <p>Some contributions across at least 1 avenue of social change and pro bono activities.</p> <p>Local or regional.</p> | <p>Evidence that this individual has partnered on a social impact initiative or project with no data tracked.</p> <p>Visibility in one or no avenues.</p> <p>Local or regional.</p> |



## Impact and Contributions (Emerging Coach) Diversity, Equity, Inclusion & Belonging

| Exceptional<br>4 points  | Very Good<br>3 points   | Adequate<br>2 points  | Weak<br>1 point  |
|--|---|---|--|
| <p>Outstanding, sustained efforts to include underrepresented communities globally across ICF, appropriate to that region.</p> <p>Leads impactful programs that enhance diversity intelligence and offer broad development opportunities appropriate to that region.</p> <p>Exceptional commitment to ensuring full accessibility for all stakeholders with disabilities.</p> <p>Establishes and enforces equity policies with significant impact across ICF and coaching.</p> | <p>Strong initiatives promoting representation, appropriate to that region, though not fully global.</p> <p>Provides strong initiatives to improve diversity intelligence and professional growth, appropriate to that region.</p> <p>Strong efforts to improve accessibility, with policies or actions in place.</p> <p>Develops policies with a positive impact on equity within the community.</p> | <p>Some efforts at regional/national levels to increase representation appropriate to that region.</p> <p>Some development opportunities but limited in scope, appropriate to that region.</p> <p>Some initiatives to address accessibility but limited in scope.</p> <p>Introduces some equity policies, though results are not fully evident.</p> | <p>No clear evidence of promoting global representation appropriate to that region.</p> <p>No evidence of diversity intelligence initiatives or development appropriate to that region.</p> <p>No evidence of efforts to create accessible environments.</p> <p>No clear evidence of contributions to equity policies.</p> |