



Let's do great work together!
School of Coaching Mastery

Here's a handy table that will help you start translating the old Competencies into the new.

New ICF Core Coaching Competencies	Old ICF Core Coaching Competencies
1. Demonstrates Ethical Practice - Understands and consistently applies coaching ethics and standards of coaching.	1. Ethics and Standards
2. Embodies a Coaching Mindset - Develops and maintains a mindset that is open, curious, flexible and client-centered.	<i>BRAND NEW</i>
3. Establishes and Maintains Agreements - Partners with the client and relevant stakeholders to create clear agreements about the coaching relationship, process, plans and goals. Establishes agreements for the overall coaching engagement as well as those for each coaching session.	2. Establishes the Coaching Agreement
4. Cultivates Trust and Safety - Partners with the client to create a safe, supportive environment that allows the client to share freely. Maintains a relationship of mutual respect and trust.	3. Establishing Trust and Intimacy with the Client
5. Maintains Presence - Is fully conscious and present with the client, employing a style that is open, flexible, grounded and confident.	4. Coaching Presence
6. Listens Actively – Focuses on what the client is and is not saying to fully understand what is being communicated in the context of the client systems and to support client self-expression.	5. Active Listening
7. Evokes Awareness - Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence, metaphor or analogy.	6. Powerful Questioning 7. Direct Communication 8. Creating Awareness
8. Facilitates Client Growth – Partners with the client to transform learning and insight into action. Promotes client autonomy in the coaching process.	9. Designing Actions 10. Planning and Goal Setting 11. Managing Progress and Accountability

