

## ICF Definition of Coaching:

Partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

Find more about ICF Core Competencies at [icf.to/CoreCompetencies](http://icf.to/CoreCompetencies)

# ICF 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.