



COACH:	DATE:
COACHEE:	OBSERVER:

ICF Core Competencies 5/5/5 Coaching Model	Demonstrated ✓ – Thoroughly * – Partially X – Missed na – Not Assessed	Key Observations (Provide evidence-based feedback – what did you witness the coach doing?) What worked well? -- What might need focus?
The 5 Step Coaching Exchange.	na – Not Assessed	
3. Establishes and Maintains Agreements. • Principle: Be Committed	na – Not Assessed	
6. Listens Actively. • 5/5/5 Skill: Listening • Principle: Be Curious	na – Not Assessed	
7. Evokes Awareness. • 5/5/5 Skill: Questioning • 5/5/5 Skill: Requesting	na – Not Assessed	
4. Cultivates Trust and Safety. • Principle: Be Supportive	na – Not Assessed	
5. Maintains Presence. • 5/5/5 Skill: Requesting • Principle: Be Accepting	na – Not Assessed	
8. Facilitates Client Growth. • 5/5/5 Skill: Action Planning • Principle: Be Focused	na – Not Assessed	



Observer Feedback

What I observed that worked well in your Coaching Exchange.

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One thing for you to consider is:

My Coaching Action Plan

When I reviewed my recent Coaching Exchange, here are my observations and insights.

Worked well: I will CONTINUE to do:	To enhance my coaching, I will START doing:	What I commit to STOP doing in coaching is:
What will be the impact of doing this?	How will you know you are consistent?	How will you know you have stopped this?
What might get in the way of continuing this?	What might get in the way of starting this?	What might cause you repeat this behaviour?
Who or what will help with this action plan?	How committed are you to this action plan?	What else?