

Expand Your Style

Practice to master each of the twenty-three elements you have learned.

Challenge:
Be willing to engage in live coaching and open to expand your technique.

The 5 Step Coaching Exchange

- 1 Identify
- 2 Discover
- 3 Strategize
- 4 Clear the Way
- 5 Recap

The 5 Core Coaching Skills

- 1 Listening
- 2 Encouraging
- 3 Questioning
- 4 Requesting
- 5 Action Planning

The 5 Guiding Principles

- 1 Be Curious
- 2 Be Supportive
- 3 Be Accepting
- 4 Be Focused
- 5 Be Committed

The ICF Core Competencies

A. Foundation

1. Demonstrates Ethical Practice
2. Embodies a Coaching Mindset

B. Co-creating the Relationship

3. Establishes and Maintains Agreements
4. Cultivates Trust and Safety
5. Maintains Presence

C. Communicating Effectively

6. Listens Actively
7. Evokes Awareness

D. Cultivating Learning and Growth

8. Facilitates Client Growth

How A Coach Demonstrates ICF Competencies

3. Establishes and Maintains Agreements		
Agreements About Coaching Relationship	Agreements About The Coaching Session	
<ul style="list-style-type: none"> • Declares adhere to the ICF guidelines and standards. • Reaches an agreement on what is the client's and coach's responsibilities. • Discusses guidelines and specific parameters of the coaching relationship. • Gains agreement on what is appropriate in the relationship and what is not. • Reaches an agreement on what is, and is not being offered. 	<ul style="list-style-type: none"> • Determines an effective match of coaching methods and the needs of client. • Fully explores what the client wants coaching on. • Explores ideal outcomes for every coaching session. • Is clear on what the client wishes to leave the session with. • Discusses the parameters and importance of confidentiality. 	
6. Listens Actively	7. Evokes Awareness	
<ul style="list-style-type: none"> • Listens without an agenda. • Hears the client values, beliefs, feelings • Distinguishes between the words, tone of voice and body language. • Uses active listening tools • Supports the client full expression. • Integrates and builds upon what is being said. • Understands the essence of what is being said. • Helps the Client gain clarity and perspective rather than engaged in the story. • Coach listens contextually. 	Questioning	Direct Communication
	<ul style="list-style-type: none"> • Questions that reflect active listening. • Questions that evoke discovery, insight, commitment or action. • Open-ended questions that create greater clarity, possibility or new learning. • Clear, direct, succinct questions. • Help client discover & clarify greater possibilities. • Questions are non-leading and non-judgmental. • Questions that foster deeper awareness. • Questions that do not imply the coach's solution. 	<ul style="list-style-type: none"> • Reframes and articulates to help the client understand from another perspective. • Uses respectful, neutral, appropriate language. • Uses metaphor and analogy to help to illustrate a point or paint a verbal picture. • Is clear, articulate and direct in questions, observations and feedback. • Clearly states coaching objectives, meeting agenda, and purpose of techniques or exercises. • Detached from expected outcomes or actions.
8. Facilitates Client Growth		
<ul style="list-style-type: none"> • Asks penetrating and evocative questions • Goes beyond the words to examines meaning. • Clearly expresses insights and observations without attachment. • Challenges to evoke awareness. 	<ul style="list-style-type: none"> • Offers different / broader perspectives for Client. • Coach gets to the source. • Coach illuminate fixed ways of thinking. • Identifying and acknowledging strengths. • Coach makes distinctions. 	<ul style="list-style-type: none"> • Goes beyond immediate goal, to explore for discovery, perspective, learning and growth. • Noticing what is said and what is done. • Co-designs goals, actions, accountability, measures that integrate the learning.