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Demonstrates Ethical
Practice

Source: www.coachfederation.org



ICF Code of Ethics Sections

- 1. Introduction
- 2. Key Definitions
- 3. ICF Core Values and Ethical Principles
- 4. Ethical Standards
 - I. Responsibility to Clients
 - II. Responsibility to Practice & Performance
 - III. Responsibility to Professionalism
 - IV. Responsibility to Society
- 5. The Pledge of Ethics of the ICF Professional



1. Demonstrates Ethical Practice

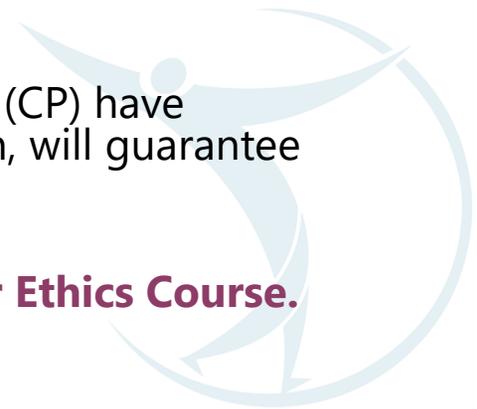
Definition: Understands and consistently applies coaching ethics and standards of coaching.

1. Demonstrates personal integrity and honesty in interactions with clients, sponsors and relevant stakeholders
2. Is sensitive to clients' identity, environment, experiences, values and beliefs
3. Uses language appropriate and respectful to clients, sponsors and relevant stakeholders
4. Abides by the ICF Code of Ethics and upholds the Core Values
5. Maintains confidentiality with client information per stakeholder agreements and pertinent laws
6. Maintains the distinctions between coaching, consulting, psychotherapy and other support professions
7. Refers clients to other support professionals, as appropriate



ICF Coaching Ethics Course

- Available from the ICF, it is FREE. Can take about 2 hours to complete.
- Contains valuable learning about:
 - ICF Ethics Hotline
 - Ethics Community of Practice
 - Equality and Systematic Equality
 - Core Values
 - Confidentiality and Data Security
 - Independent Review Board Process
 - Conflicts of Interest
- As a special service, ICF Global and the ICF Ethics Community of Practice (CP) have developed a complimentary ethics training course that, upon completion, will guarantee three (3) ethics CCE units.
- **Link in Fieldwork OR go to ICF Website. Ethics Resources. Search for Ethics Course.**



In what circumstances would you feel compelled to reveal what a client told you in utmost confidence in a session, to a third party?

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- A. If required by a court of law or the agreement, you signed with the sponsor of the coaching.
- B. If the client is breaking the law and knowledge of this would make you complicit.
- C. If the client intends danger to self or to someone else.
- D. Every choice offered here is correct.



“As an ICF Professional, in accordance with the Standards of the ICF Code of Ethics, I acknowledge and agree to fulfill my ethical and legal obligations to my coaching Client(s), Sponsor(s), colleagues and to the public at large.

If I breach any part of the ICF Code of Ethics, I agree that the ICF in its sole discretion may hold me accountable for so doing. I further agree that my accountability to the ICF for any breach may include sanctions, such as mandatory additional coach training or other education or loss of my ICF Membership and/or my ICF Credentials.”

This is ...

- A. The waiver a credentialed coach must use on websites or printed materials wherever the ICF logo/badge is displayed.
- B. A clause that is required to be inserted verbatim into every coach-client agreement.
- C. Part of the ICF contract each coach signs before they can open their private practice.
- D. The pledge of ethics made by every ICF professional member.



If there are clear agreements set between the coach and client, the coach will be complying with what ethical standard section?

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- A. Section I - Responsibility to clients
- B. Section II - Responsibility to practice and performance
- C. Section III - Responsibility to professionalism
- D. Section IV - Responsibility to society



Present Your Question

- **Objective:** Last week's homework was to work with your partner to present in class a knowledge-based question you feel might be on the ICF Exam. (original question, not a known sample question)
- **Generate knowledge-based questions ONLY from:**
 - ICF Code of Ethics
 - ICF Competencies
 - Competency 1 – Demonstrates Ethical Practice
 - Competency 2 – Embodies Coaching Mindset
- **Present** the question and four multiple choice options to select from.



Your turn. What questions do you come up with?



A. _____

B. _____

C. _____

D. _____



Preparation for Next Session

- **Objective:** Work with your partner to present in class next week a knowledge-based question you feel might be on the ICF Exam. (original question, not a known sample question)
- **Generate knowledge-based questions from:**
 - Competency 3 – Establishes and Maintains Agreements
 - Competency 4 – Cultivates Trust and Safety
 - Competency 5 – Maintains Presence
 - Competency 6 – Listens Actively
 - Competency 7 – Evokes Awareness
 - Competency 8 – Facilitating Client Growth
 - General Coach Knowledge
- **Present** the question and four multiple choice options to select from



Ready To Try It on Your Own?

We have created a practice ACC Credential Exam you can test your **knowledge**.

- 30 multiple choice questions.
- Each question advises if you selected the correct answer.
- Final score (but not the answers) sent to your email.
- **Time to complete is 1.5 hours.**
- Take it anytime and as many times as you wish.
- The link will be in the homework area in My Courses.



Warm up

A coach asks the client permission to coach in a new and sensitive area. What is the purpose of this request?

- A. To allow the client to think through their potential solutions
- B. To make the client feel anxious to speed results
- C. To create a space where the coach is able to accept negative feedback
- D. To create a safe space where the client has a choice



YOUR WORK BEFORE NEXT WEEK



1. **Read through the entire handout:**

- File: CAP Handout Ethics and Competencies 2022_V0.1.pdf
 - ICF Coaching Definition
 - ICF Code Of Ethics
 - ICF Core Competencies

2. Prepare with your partner one question to present in class next week.

3. Complete the exercises in ACC Learning Pack 2.

4. Try out the ACC Credential Exam by ICG, found in your CEP online courseware. Look to the bottom of the left-hand navigation bar.