

Core Competencies Self-Assessment

This self-assessment is designed to help you reflect on your coaching practice in alignment with the International Coaching Federation (ICF) PCC-level competencies. It serves as a tool for self-awareness and professional growth, allowing you to identify **your current strengths and areas for development**.

Tip: The most effective way to complete this assessment is by listening to a recent recording of one of your coaching sessions. If that is not available, reflect honestly on how you believe you consistently show up as a coach.

Rate yourself on a scale of 1-5

Score	Description
1	Needs Significant Improvement – This competency is rarely or inconsistently demonstrated. Significant development is required.
2	Consistent with ACC Level Coaching – This competency is demonstrated at a basic, foundational level, aligned with the ACC standard.
3	Developing Toward PCC Level Coaching – You are progressing in this area but not yet fully consistent with PCC-level expectations.
4	Consistent with PCC Level Coaching – This competency is demonstrated consistently and aligns well with the PCC level.
5	Strong Mastery of PCC Level Coaching – This competency is a strong area of mastery. It exceeds PCC expectations and reflects deep integration into your coaching.

The ideal way to take this assessment is to listen to a recent recording of your coaching. If that is not available, then take the assessment to establish a base line for where you think you operate consistently.

Demonstrates Ethical Practice

Behavioral Indicators	Your Rating (1–5)
I consistently uphold the ICF Code of Ethics in all coaching interactions.	
I respect confidentiality and maintain clear professional boundaries.	
I recognize and address ethical dilemmas in alignment with professional coaching standards.	

Embodies a Coaching Mindset

Behavioral Indicators	Your Rating (1–5)
I engage in ongoing self-reflection and continuous learning to improve my coaching.	
I manage my biases and remain open and curious about my client's perspectives.	
I seek feedback to enhance my coaching effectiveness and deepen my self-awareness.	

Establishes and Maintains Agreements

Behavioral Indicators	Your Rating (1–5)
I partner with clients to define clear session outcomes.	
I ensure alignment with the client's goals before proceeding.	
I revisit and refine agreements when needed during the session.	

Cultivates Trust and Safety

Behavioral Indicators	Your Rating (1–5)
I create a space where clients feel comfortable being vulnerable.	
I acknowledge and support clients' expressions without judgment.	
I demonstrate empathy and respect in my communication.	

Maintains Presence

Behavioral Indicators	Your Rating (1–5)
I remain fully engaged and responsive in sessions.	

I manage my own reactions and avoid leading the conversation.	
I embrace not knowing and trust the coaching process.	

Listens Actively

Behavioral Indicators	Your Rating (1–5)
I hear both what is said and what is not said.	
I reflect back insights and themes rather than just words.	
I use silence and pacing effectively to allow client reflection.	

Evokes Awareness

Behavioral Indicators	Your Rating (1–5)
I ask powerful, open-ended questions that generate new insights.	
I challenge clients' assumptions in a respectful way.	
I help clients explore different perspectives and potential blind spots.	

Facilitates Client Growth

Behavioral Indicators	Your Rating (1–5)
I partner with the client to identify actionable next steps.	
I invite accountability in a way that empowers the client.	
I support the client in integrating their learning into daily life.	