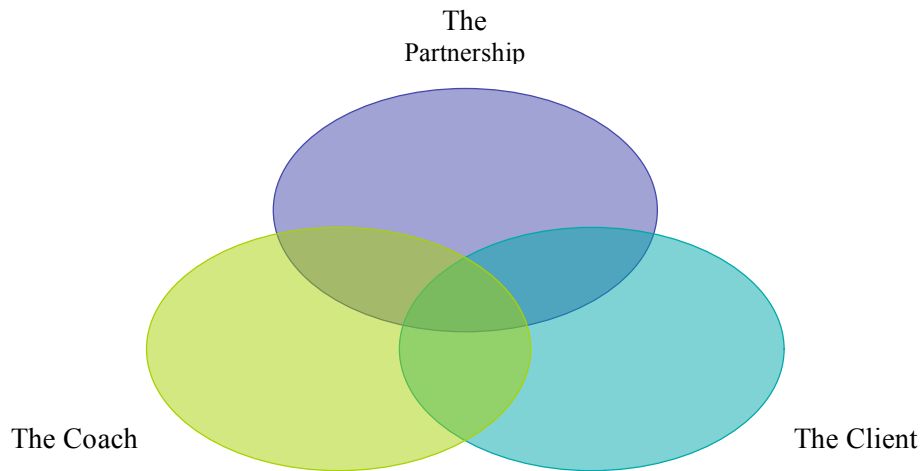


**ASSOCIATION FOR COACHING
INTEGRATED COACHING COMPETENCY FRAMEWORK**



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ased on the premise that the coaching relationship comprises 3 distinct elements – the client, the coach and the coaching partnership itself – the following Competency Framework is designed to address the coach’s development needs in each of these 3 areas.

	Areas of Competence		
The Coach	Continuous Self Development	Professional Knowledge & Awareness	Continuing Personal & Professional Development
The Client	Positive regard & empathy for the client	Fostering Independence and personal responsibility	Facilitation & Learning
The Partnership	Effective Communication	Rapport & Relationship Building	Contracting & external influencing factors

The Coach

1. Continuous Self Development

- i. Understands and demonstrates an ongoing commitment to continuous self awareness.

- ii. The coach is able to differentiate between their own and the client's model of the world and to maintain focus on the client's agenda.
- iii. The coach is aware of and aims to stay aligned to their own values.
- iv. The coach is aware of their own levels of emotional intelligence and manages positive and negative feelings effectively.

2. Professional Knowledge & Awareness

- i. The coach is clear about their own coaching philosophy, what coaching means and how it differs from other learning & helping roles.
- ii. The coach is clear about the coaching process and the models and approaches that underpin their role.
- iii. The coach is aware of their professional boundaries and is able to refer on as appropriate
- iv. The coach seeks to act ethically and with the highest integrity at all times.

3. Continuing Personal & Professional Development

- i. The coach takes responsibility for ongoing self development & awareness.
- ii. The coach acknowledges the skills & qualities they bring to the coaching relationship and is able to critically evaluate their own practice.
- iii. The coach demonstrates a commitment to ongoing development by addressing learning needs raised through CPD practices.
- iv. The coach is committed to regular coach mentoring/supervision to reflect on & improve their practice.

The Client

1. Positive regard & empathy for the client

- i. The coach holds the client in high esteem and has a firm belief in their potential and capability.
- ii. The coach demonstrates acceptance of the client and validates their experiences.
- iii. The coach is able to challenge the client to promote learning.

2. Fostering independence and personal responsibility

- i. The coach encourages self belief and inspires curiosity to open up new horizons.
- ii. The coach supports self determined learning by the client.
- iii. The coach monitors, records and feeds back evidence of the client's ongoing development.

3. Facilitation & Learning

- i. The coach is aware of enabling and hindering factors when facilitating the coaching relationship.
- ii. The coach is able to effectively facilitate goal setting and generation of own strategies to achieve goals set.
- iii. The coach offers themselves as a resource in a relationship that is intent on working in a learning alliance with the client.

The Partnership

1. Effective Communications

- i. The coach demonstrates good listening and clarifying skills.
- ii. The coach is able to assist the client to recognise areas for development through powerful questioning.
- iii. The coach engages the client with a range of interactive communication skills and communicates at both conscious and unconscious levels.

2. Rapport & Relationship Building

- i. The coach is non-judgemental and values diversity.
- ii. The coach maintains confidentiality and establishes a high level of trust and a firm connection with their client.
- iii. The coach provides information and clarity at every stage of the coaching process – then follows through.

3. Contracting & external influencing factors

- i. The coach ensures a comprehensive contractual agreement is reached that all stakeholders can adhere to.
- ii. The coach demonstrates a good knowledge of current legislation is aware of differing legal frameworks affecting the coaching partnership (e.g. Disability Discrimination Act, Health & Safety at Work Act, Data Protection etc) and revises practice in light of new legislation.
- iii. The coach actively seeks to promote the coaching profession (e.g. through marketing, walking their talk etc).