



## AC ASSESSMENT MATRIX ACCREDITED EXECUTIVE COACH SCHEME

AREA UNDER ASSESSMENT	FOUNDATION LEVEL	ACCREDITED EXECUTIVE COACH LEVEL		
	Associate Executive Coach – Level 1	Accredited Executive Coach - Level 2	Accredited Professional Executive Coach - Level 3	Accredited Master Executive Coach - Level 4
COACHING CONTEXT	Statement explaining the organisational context for coaching working with executives, managers, individuals in business	Statement explaining the organisational context for coaching, working with executives, managers, & individuals in business	Situational case study showing the organisational context for coaching, working with executives, managers, or individuals in business	Situational case study showing the organisational context for coaching, working with executives, managers, or individuals in business
COACHING KNOWLEDGE	Statement showing how coaching knowledge (e.g. acquired through training) is applied in practice by the coach.	Statement showing how coaching knowledge (e.g. acquired through training and experience) is applied in practice by the coach. Links to coaching model/ approach (see below)	Statement showing how coaching knowledge (e.g. acquired through training and experience) is applied in practice by the coach. Links to coaching model/approach (see below)	Evidence showing contribution to knowledge development in coaching profession (e.g. through critically argued paper; proposing new ideas; fresh application of existing ideas, research, theory, or practice.)
APPROACH TO COACHING		Production of coaching model/ approach/philosophy (showing the integration of theory and practice) and how this translates into their coaching practice	Further development and articulation of coaching model approach/philosophy (showing the integration of theory and practice) and how this translates into their coaching practice	Further development of personal coaching approach/philosophy (showing the integration of theory and practice)and how this translates into their coaching practice – demonstrated in live coaching session
PROFESSIONAL	Current AC Member at Associate	Current AC Member at Member	Current AC Member at Member	Current AC Member at Member level

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PROFESSIONAL COACHING STANDARDS & ETHICS	Level or above Signature of adherence to AC Code of Ethics & Good Practice.	Level or above Signature of adherence to AC Code of Ethics & Good Practice + short responses to written ethical dilemmas Q&A paper	level or above Signature of adherence to AC Code of Ethics & Good Practice + short responses to written ethical dilemmas Q&A paper	or above Signature of adherence to AC Code of Ethics & Good Practice + assessment of practise in live coaching session. + ethical dilemmas Q&A with panel
COACHING EXPERIENCE & TRAINING	Cumulative coaching experience - 50 logged hours* Coach-specific training benchmarked against AC competencies	Cumulative coaching experience - 250 logged hours* Coach-specific training benchmarked against AC competencies	Cumulative coaching experience - 750 logged hours* Coach-specific training benchmarked against AC competencies	Cumulative coaching experience - 1,500 logged hours* Coach-specific training benchmarked against AC competencies
COACH FITNESS TO PRACTISE	Reflective statement on coaching practice (Forms part of the coach's self-assessment of competence - see below)	Submission of recording of live coaching session with transcript of same coaching session with critical review and reflection of practice & learning	Submission of recording of live coaching session with transcript of same coaching session with critical review and reflection of practice & learning	Live demonstration of coaching & follow-on de-brief with panel plus ethical and best practice Q&A with panel. <i>* Mock exam practice to be available</i>
	1 Executive Client coaching reference	2 Executive Client coaching references	3 Executive Client coaching references	4 Executive Client coaching references
	Log of supervision	Log of regular coaching supervision over past 12 months	Log of regular coaching supervision over past 12 months, + supervisor's reference of fitness	Log of regular coaching supervision over past 12 months + supervisor's reference of fitness to practise, with

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			to practise, with recommended areas for coach's development against AC competencies	recommended areas for coach's development against AC competencies
COACH CONTINUING PROFESSIONAL DEVELOPMENT		Minimum 30 hours/yr coach-related continuation training	Minimum 36 hours/yr coach-related continuation training	Minimum 42 hours/yr coach or professional continuation training
	CPD record since initial coach training.	CPD record since initial coach training or last accreditation + coach's critical reflection on key learning from these development activities	CPD record since last accreditation or last 3 years + coach's critical reflection on key learning from these development activities	CPD record since last accreditation or last 3 years+ coach's critical reflection on key learning from these development activities
	Coach's self-assessment of competence + Personal Development Plan for next 12 months against AC coach competencies	Coach's self-assessment of competence + Personal Development Plan for next 12 months against AC coach competencies	Coach's self-assessment of competence + Personal Development Plan for next 12 months against AC coach competencies	Coach's self-assessment of competence + Personal Development Plan for next 12 months against AC coach competencies
		<p>Key: * a minimum of 75% of coaching hours to be paid (or maximum 25% of coaching hours to be <i>pro bono</i>);</p> <p>Also, a minimum of 75% of the hours is to be coaching in an organisational setting. Internal coaching is countable in logged hours, as long as it is a formal coaching arrangement and not as a line manager. Team coaching is excluded in logged hours, however specific 1:1 coaching during a team coaching programme is.</p>		