

# ICF Core Competencies

\*The updated Core Competencies will be integrated in ICF-accredited Coach Training Programs curricula beginning in January 2021. Then, updated Credentialing assessments reflecting the revised Core Competencies will launch in early 2022. Learn more at [coachingfederation.org/core-competencies](https://www.coachingfederation.org/core-competencies).

## Setting the Foundation

### 1) Meeting Ethical Guidelines & Professional Standards

*Understanding coaching ethics and standards and applying them appropriately in all coaching situations.*

### 2) Establishing the Coaching Agreement

*Understanding what is required in the specific coaching interaction and coming to agreement with the prospective and new client about the coaching process and relationship.*

## Co-Creating the Relationship

### 3) Establishing Trust & Intimacy with the Client

*Creating a safe, supportive environment that produces ongoing mutual respect and trust.*

### 4) Coaching Presence

*Being fully conscious and creating spontaneous relationships with clients, employing a style that is open, flexible and confident.*

## Communicating Effectively

### 5) Active Listening

*Focusing completely on what the client is saying and is not saying, understanding the meaning of what is said in the context of the client's desires, and supporting client self-expression.*

### 6) Powerful Questioning

*Asking questions that reveal the information needed for maximum benefit to the coaching relationship and the client.*

### 7) Direct Communication

*Communicating effectively during coaching sessions, and using language that has the greatest positive impact on the client.*

## Facilitating Learning and Results

### 8) Creating Awareness

*Integrating and accurately evaluating multiple sources of information, and making interpretations that help the client to gain awareness and thereby achieve agreed-upon results.*

### 9) Designing Actions

*Creating with the client opportunities for ongoing learning, during coaching and in work/life situations, and for taking new actions that will most effectively lead to agreed-upon coaching results.*

### 10) Planning & Goal Setting

*Developing and maintaining an effective coaching plan with the client.*

### 11) Managing Progress & Accountability

*Holding attention on what is important for the client, and leaving responsibility with the client to take action.*