

ICF Associate Certified Coach (ACC) Behavior and Skill Statements

Below are the 19 behavior and coaching skill statements of an Associate Certified Coach (ACC), released June 2022 on the International Coaching Federation (ICF) website. The Performance Evaluation* for ACC credential applications submitted to ICF from August 1, 2022, are being assessed using these behaviors and coaching skill statements.

*A "Performance Evaluation" is what ICF calls the coaching session recording submitted with an ACC application.

<https://coachingfederation.org/credentials-and-standards/performance-evaluations>

Information provided below is the intellectual property of ICF

Here's the page to the source information on the ICF website which contains Pass and Fail information;

<https://coachingfederation.org/blog/updated-minimum-skills-requirements-available>

ACC BEHAVIOR AND SKILL STATEMENTS
FOUNDATION
Competency #1: Demonstrates Ethical Practice
There are no behaviors/skills for this Competency. However if the answer to 1.1 and/or 1.2 is "no" then the whole of the Performance Evaluation will likely be failed. Refer to the ICF Code of Ethics; https://coachingfederation.org/ethics/code-of-ethics
1.1 Demonstrates alignment with the ICF Code of Ethics?
1.2 Consistently stays in role of coach?
Competency #2: Embodies a Coaching Mindset
There are no specific behaviors/skills for this Competency. Coaching Mindset is demonstrated through the application of behavior/skills in competencies #3 - #8. And more specifically assessed in the updated ICF Credentialing written exam completed as part of the credential application.
CO-CREATING THE RELATIONSHIP
Competency #3: Establishes & Maintains Agreements
3.1 Coach invites the client to identify their desired coaching outcome.
3.2 Coach and client reach an agreement on what the client wants to accomplish in the session.
3.3 Coach shows curiosity about the client and how the client relates to what they want to accomplish.
3.4 Coach attends to the agenda set by the client throughout the session, unless the client indicates otherwise.
Competency #4: Cultivates Trust & Safety

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4.1 Coach acknowledges client insights and learning in the moment.
4.2 Coach explores the client's expressions of feelings, perceptions, concerns, beliefs, or suggestions.
4.3 Coach expresses support and concern for the client, which may focus on the client's context, problem or situation, rather than the client holistically.
Competency #5: Maintains Presence
5.1 Coach is curious throughout the session.
5.2 Coach acknowledges situations that the client presents.
5.3 Coach allows the client to direct the conversation at least some of the time.
COMMUNICATING EFFECTIVELY
Competency #6: Listens Actively
6.1 Coach uses summarizing or paraphrasing to make sure they understood the client correctly.
6.2 Coach makes observations that support the client in creating new associations.
6.3 Coach co-creates a shared vision with the client.
Competency #7: Evokes Awareness
7.1 Coach acknowledges the client's new awareness, learning, and movement toward the desired outcome.
7.2 Coach supports the client in viewing the situation from new or different perspectives.
7.3 Coach inquires about or explores the client's ideas, beliefs, thinking, emotions, and behaviors in relation to the desired outcome.
CULTIVATING LEARNING AND GROWTH
Competency #8 Facilitates Client Growth
8.1 Coach partners with the client to create or confirm specific action plans.
8.2 Coach ask questions to support the client in translating awareness into action.
8.3 Coach supports the client to close the session.