



Name of Coach:	Chris Juniper	Name of Reviewer:	Carly Anderson
Name of Client &/or Recording Identifier	Sarina (47 minutes)	Date of Review:	February 21, 2020

This template form includes the Updated Core Competency Model (UCCM for short) released by the ICF in October 2019. No changes are being made to assessing in 2020. As more information becomes available for 2021 onward assessing changes, I'll update this template again.

Important Notes: ICF ASSESSORS DO NOT USE PCC MARKERS FOR MCC ASSESSING. Please use the PCC Markers, ICF MCC Minimum Skills Requirements "Key Skills Evaluated" as well as my Ten Characteristics of MCC skill level to expand your awareness of distinctions for ICF MCC skill level.

The idea of this form is to expand your awareness to various skills within each Core Competency. Do your best to write evidence of what coach said, next to as many of the markers as you can. There will often be one thing coach says that could belong in 1 -7 different markers (at a guess). You don't have to write everywhere. Just enough so you know that marker, or that core competency, was demonstrated. Just do your best with this form. Progress not perfection. 😊

You can add MCC skill level scoring if you'd like, however it's not necessary. ICF requires a minimum overall average of 8.0 to pass the MCC credential. ICF requires a minimum overall average of 8.0 to pass MCC credential.

Scoring Scale: ACC: (2-4) PCC (5-7) MCC (8-10)

Please always add Strengths and Upgrades at the bottom of this form. You can also comment on any of the 10 characteristics being demonstrated, or maybe not so much.

PCC Markers	For MCC	Please give examples that demonstrate specific evidence of Markers.
Which of these characteristics were consistently demonstrated by the coach throughout the coaching session? Optional: You can highlight with yellow those consistently demonstrated, and/or make comments next to the characteristics.		10 Characteristics of MCC skill level: Connection Presence Partnering Spaciousness Emotional Content, the Light and the Shadow Simplicity Ignore Nothing Trust Vulnerability Expanded Learning
FOUNDATION		



Ethics and Standards UCCM: Demonstrates Ethical Practice		
Did you notice any ethical issues?		
UCCM: Embodies a Coaching Mindset		For now, this competency is embodied in Maintains Presence, until further information becomes available on how this competency will be assessed from 2021.
CO-CREATING THE RELATIONSHIP		
Competency: Creating the Coaching Agreement UCCM: Establishes & Maintains Agreements	5	
1. Coach helps the client identify, or reconfirm, what s/he wants to accomplish in the session.		1:17 Okay. So the topic is how do you want to work with your new manager and how do you start on the right foot and how do you have career conversations with him fairly quickly in the relationship. I also heard you say you have a really great relationship with your current manager. 5:21 Okay. So as an outcome would, if we, you walk away with an agenda and a template you could use with your first couple of meetings or maybe ongoing meetings with your new boss. And also if you walk away with when it's appropriate, at what point do you want to start having the conversation around your career advancement to a VP role? Is that what you're looking for as an outcome of our session?
2. Coach helps the client to define or reconfirm measures of success for what s/he wants to accomplish in the session.		
3. Coach explores what is important or meaningful to the client about what s/he wants to accomplish in the session.		6:01 Okay. So what would be different about you if you have this template and agenda and you know when to have these career conversations?
4. Coach helps the client define		

what the client believes he/she needs to address or resolve in order to achieve what s/he wants to accomplish in the session.		
5. Coach continues conversation in direction of client's desired outcome unless client indicates otherwise.		Yes
Competency: Creating Trust and Intimacy UCCM: Cultivates Trust & Safety	6	
1. Coach acknowledges and respects the client's work in the coaching process.		32:46 It feels like you just put together your agenda. 44:01 Very cool, Sarina.
2. Coach expresses support for the client.		12:27 That's really great that you recognize that elephant in the room, Sarina, and that you want to bring it. 32:15 I want to do a quick check in. That was so beautifully said, Sarina. That's what makes you so amazing at what you do. Is that, you know, the fact that you're, you are authentic and you do allow to be who they are and bring out the best in others. But also you are authentic and you are who you are as well.
3. Coach encourages and allows the client to fully express him/herself.		Yes
Competency: Coaching Presence UCCM: Maintains Presence UCCM: Embodies a Coaching Mindset	7	
1. Coach acts in response to both the whole person of the client and what the client wants to accomplish in the session.		18:45 What areas of feedback? Because at the beginning you said that you want to make sure that you're advocating for yourself and you're growing and you understand the path to VP. So there are different areas of feedback. What are you thinking you want to address in this agenda around feedback? 26:00 Yes. And you said that you wanted to be more assertive. So, how do you want to go about having that conversation or including that in the conversation?



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		<p>[interrupted] 28:09 What is that laugh all about here? Cool woman. Powerful, strong and asking for what she wants. What is all that laughing?</p> <p>30:28 Well, I just heard another value and that's growth. So growth and trust and elevating others, advocating for yourself. What are some other values that you want to make sure that you bring into this new role - your clean slate?</p>
<p>2. Coach is observant, empathetic, and responsive</p>		<p>12:27 That's really great that you recognize that elephant in the room, Sarina, and that you want to bring it.</p> <p>27:44 I feel like you're advocating for yourself here.</p> <p>32:15 I want to do a quick check in. That was so beautifully said, Sarina. That's what makes you so amazing at what you do. Is that, you know, the fact that you're, you are authentic and you do allow to be who they are and bring out the best in others. But also you are authentic and you are who you are as well.</p> <p>32:46 It feels like you just put together your agenda.</p>
<p>3. Coach notices and explores energy shifts in the client.</p>		<p>[interrupted] 28:09 What is that laugh all about here? Cool woman. Powerful, strong and asking for what she wants. What is all that laughing?</p>
<p>4. Coach exhibits curiosity with the intent to learn more</p>		<p>9:49 What are some of the topics you want to include?</p> <p>38:43 How will you know if it's the right place to start or not?</p>
<p>5. Coach partners with the client by supporting the client to choose what happens in the session.</p>		<p>8:49 Okay. Where would you like to start to explore with building this agenda and template?</p> <p>35:28 So we've got about 20 minutes left. Would you like to move towards closing or would you like to cover something else?</p> <p>40:47 Are you good here or is there something still lingering?</p> <p>41:31 Okay. Would this be a good time to move into the learning and or your actions?</p>
<p>6. Coach partners with the client by inviting the client to respond in any way to the coach's contributions and accepts the</p>		



client's response.		
7. Coach partners with the client by playing back the client's expressed possibilities for the client to choose from.		
8. Coach partners with the client by encouraging the client to formulate his or her own learning.		
COMMUNICATING EFFECTIVELY		
Competency: Active Listening UCCM: Listens Actively	7	
1. Coach's questions and observations are customized by using what the coach has learned about who the client is and the client's situation.		<p>8:13 Okay. So in this template and agenda and these conversations around career, what's going to be new for you. This is a new role and something that you've learned over time is that you don't tend to advocate for yourself. And, so now going forward, you are wanting to make sure that you're advocating for yourself and that you're taking control of your career.</p> <p>27:44 I feel like you're advocating for yourself here.</p> <p>32:15 I want to do a quick check in. That was so beautifully said, Sarina. That's what makes you so amazing at what you do. Is that, you know, the fact that you're, you are authentic and you do allow to be who they are and bring out the best in others. But also you are authentic and you are who you are as well.</p> <p>32:46 It feels like you just put together your agenda.</p>
2. Coach inquires about or explores the client's use of language.		
3. Coach inquires about or explores the client's emotions.		
4. Coach inquires about or explores the client's tone of voice, pace of speech or inflection as appropriate.		28:09 What is that laugh all about here? Cool woman. Powerful, strong and asking for what she wants. What is all that laughing?



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5. Coach inquires about or explores the client's behaviors.		26:00 Yes. And you said that you wanted to be more assertive. So, how do you want to go about having that conversation or including that in the conversation?
6. Coach inquires about or explores how the client perceives his/her world.		30:28 Well, I just heard another value and that's growth. So growth and trust and elevating others, advocating for yourself. What are some other values that you want to make sure that you bring into this new role - your clean slate? 38:43 How will you know if it's the right place to start or not?
7. Coach is quiet and gives client time to think.		Mostly
Competency: Powerful Questioning UCCM Evokes Awareness	5	
1. Coach asks questions about the client; his/her way of thinking, assumptions, beliefs, values, needs, wants, etc.		28:09 What is that laugh all about here? Cool woman. Powerful, strong and asking for what she wants. What is all that laughing? 30:28 Well, I just heard another value and that's growth. So growth and trust and elevating others, advocating for yourself. What are some other values that you want to make sure that you bring into this new role - your clean slate? 38:43 How will you know if it's the right place to start or not?
2. Coach's questions help the client explore beyond his/her current thinking to new or expanded ways of thinking about himself/herself.		
3. Coach's questions help the client explore beyond his/her current thinking to new or expanded ways of thinking about his/her situation.		18:45 What areas of feedback? Because at the beginning you said that you want to make sure that you're advocating for yourself and you're growing and you understand the path to VP. So there are different areas of feedback. What are you thinking you want to address in this agenda around feedback? 26:00 Yes. And you said that you wanted to be more assertive. So, how do you want to go about having that conversation or including that in the conversation?

4. Coach's questions help the client explore beyond current thinking towards the outcomes/he desires.		
5. Coach asks clear, direct, primarily open-ended questions, one at a time, at a pace that allows for thinking and reflection by the client.		
6. Coach's questions use the client's language and elements of the client's learning style and frame of reference.		Yes
7. Coach's questions are not leading, i.e. do not contain a conclusion or direction.		Yes
Competency: Direct Communication UCCM Evokes Awareness	6	
1. Coach shares observations, intuitions, comments, thoughts and feelings to serve the client's learning or forward movement.		27:44 I feel like you're advocating for yourself here. 32:15 I want to do a quick check in. That was so beautifully said, Sarina. That's what makes you so amazing at what you do. Is that, you know, the fact that you're, you are authentic and you do allow to be who they are and bring out the best in others. But also you are authentic and you are who you are as well. 32:46 It feels like you just put together your agenda.
2. Coach shares observations, intuitions, comments, thoughts and feelings without any attachment to them being right.		23:15 I heard early on in our conversation that trust is a major value for you, and you have trust with your current manager and you've built this really great relationship. Is there anything that you can take away that you did with your current manager that you will also want to bring into these one-on-ones with your new manager in order to build that trust? I mean, everything that you are saying will build trust, but is there anything else in particular?
3. Coach uses the client's language		Yes



or language that reflects the client's way of speaking.		
4. Coach's language is generally clear and concise.		
5. The coach allows the client to do most of the talking.		Yes
6. Coach allows the client to complete speaking without interrupting unless there is a stated coaching purpose to do so.		28:09 What is that laugh all about here? Cool woman. Powerful, strong and asking for what she wants. What is all that laughin29:28 I'm good. I'm going to be ready for you.
Competency: Creating Awareness UCCM Evokes Awareness	4?	
1. Coach invites client to state and/or explore his/her learning in the session about her/his situation (the what).		
2. Coach invites client to state and/or explore his/her learning in the session about her-/himself (the who).		
3. Coach shares what s/he is noticing about the client and /or the client's situation, and seeks the client's input or exploration.		
4. Coach invites client to consider how s/he will use new learning from the coaching.		
5. Coach's questions, intuitions and observations have the potential to create new learning for the client.		26:00 Yes. And you said that you wanted to be more assertive. So, how do you want to go about having that conversation or including that in the conversation?
CULTIVATING LEARNING AND GROWTH		
Competency: Designing Actions, Planning And Goal Setting, And	5	



<p>Managing Progress And Accountability</p> <p>UCCM: Facilitates Client Growth</p>		
<p>1. Coach invites or allows client to explore progress towards what s/he want to accomplish in the session.</p>		<p>32:50 So are we still on track with what you wanted to get out of today's session?</p>
<p>2. Coach assists the client to design what actions/thinking client will do after the session in order for the client to continue moving toward the client's desired outcomes.</p>		<p>39:50 And so the first step is talking to the manager, your manager, just to see if she is promotable into your role. And then having a conversation with her after you know what your manager is thinking?</p> <p>44:25 Okay. And what actions do you want to take as a result of our conversation?</p> <p>46:00 Is there anything else?</p>
<p>3. Coach invites or allows client to consider her/his path forward, including, as appropriate, support mechanisms, resources and potential barriers.</p>		
<p>4. Coach assists the client to design the best methods of accountability for her/himself.</p>		
<p>5. Coach partners with the client to close the session.</p>		<p>46:44 Okay. Is there anything that's lingering or anything you want to say before we close out our session?</p>
<p>6. Coach notices and reflects client's progress.</p>		
<p>Overall score for MCC</p>	<p>5.6</p>	<p>ICF requires a minimum average of 8.0 to pass MCC</p>

<p>Acknowledgements of areas of Competency Strength</p>	<p>10 Characteristics of MCC skill level: Connection, Presence, Partnering</p> <p>Coaching Presence. You demonstrated offering empathetic, responsive comments and questions (also positively affecting powerful questioning and direct communication). Examples: 12:27 That's really great that you recognize that elephant in the room, Sarina, and that you want to bring it.</p>
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	<p>26:00 Yes. And you said that you wanted to be more assertive. So, how do you want to go about having that conversation or including that in the conversation?</p> <p>27:44 I feel like you're advocating for yourself here.</p> <p>32:15 I want to do a quick check in. That was so beautifully said, Sarina. That's what makes you so amazing at what you do. Is that, you know, the fact that you're, you are authentic and you do allow to be who they are and bring out the best in others. But also you are authentic and you are who you are as well.</p> <p>32:46 It feels like you just put together your agenda.</p> <p>Active Listening, marker 4. You demonstrated listening for client energy shift: [interrupted] 28:09 What is that laugh all about here? Cool woman. Powerful, strong and asking for what she wants. What is all that laughing?</p>
<p>Suggestions for Competency Development Upgrades</p>	<p>Active Listening, marker 3. Listen more for client emotional content, of which she gave you a lot (as I went through the transcript with you in our mentoring session today). Listen more for this Who content as part of setting the coaching session agreement. This will also deepen your questions, coaching presence, direct communication and creating awareness. Actions might also be different as the client addresses her inner world as well as her strategic outer world actions.</p>
<p>Other observations and comments:</p>	