The ICF Core Competencies: Your Pathway to Growth and Coaching Mastery

WELCOME

Carly Anderson, MCC
Coach, Mentor Coach,
Coach Trainer, ICF Assessor

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The Mentor Coaching Group

Advancing the professionalism of coaching through ICF core competency development

Full Being Coaching

Because Who You Are Makes A Difference In What You Do

Demystifying the ICF Core Competencies

The Target Approach

Ten Characteristics of MCC Skill Level

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THE OUTLINE…

- Deepen (a little) your understanding of the Core Competencies – mindset shifts from ACC to PCC to MCC
- Credentialing and the business case
- The value of coaching versus defaulting to other comfortable 'hats' (where is the spotlight?)

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THE ICF CORE COMPETENCIES

1. Meeting ethical guidelines and professional standards
2. Establishing the coaching agreement
3. Establishing trust and intimacy with the client
4. Coaching presence
5. Active listening
6. Powerful questioning
7. Direct communication
8. Creating awareness
9. Designing actions
10. Planning and goal setting
11. Managing progress and accountability

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THE TARGET APPROACH
A DIFFERENT VIEW OF THE ICF CORE COMPETENCIES

The Target Competencies

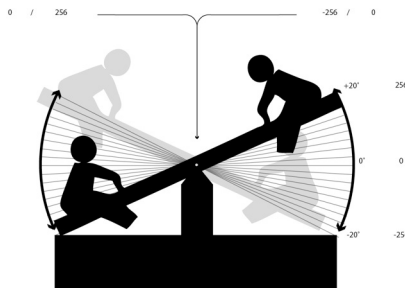(from the mind of Carly
Anderson, not official from ICF

#6 Powerful Questioning

#5 Active Listening

#4
Coaching
Presence

(#1 Ethics)

#7 Direct Communication

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MINDSET SHIFTS FROM ACC TO PCC TO MCC

WHO

WHAT

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COACHING THE 'WHO' VERSUS 'WHAT'
WHAT IS THE WHO?

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MINDSET SHIFTS – TRUST AND INTIMACY

| ACC	PCC	MCC
Coach is attached to his/her own performance. Trust in client and client's abilities is in the background. Coach is aiming for safe space for client to speak. (What)	Coach creates a space of safety where client can speak more about themselves. There is some degree of trust and connected relationship with the client. (What + Who)	Coach demonstrates complete trust in client's abilities and intimacy arises from a mutual state of learning. Coach allows self to connect and be with humanity of the client. (Who + What)

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CREDENTIALING AND THE BUSINESS CASE…

What challenges do you encounter selling coaching into organizations?

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GROW YOUR PRESENCE CAPACITY - WHAT ARE YOU PRESENT TO?
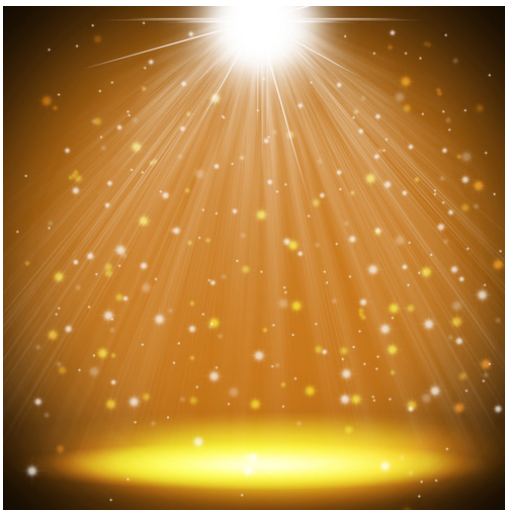
Examine your mindset; are you being truly curious about your client? Or instead seeking where to help, solve, fix, give advice, or ensure the client 'gets' value?

Do you lead with coaching skills and keep your client in the 'spotlight'? Or do you default to other 'hats' including tools, techniques, mentoring, and training?

Be congruent: hire your own coach for at least 6 continuous months, to get coaching 'in your bones.'

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BLOG ARTICLE RESOURCES...
COPY AND PASTE THE URL LINK
INTO YOUR WEB BROWSER

- ✓ Creating a coaching development plan: https://carlyanderson.com/creating-a-coaching-development-plan
- ✓ How to use an expert model in a coaching approach: https://carlyanderson.com/normalizing-conflict
- ✓ The power of using silence as a coach: https://carlyanderson.com/speech-is-silver-and-silence-is-golden
- ✓ Types of trust https://carlyanderson.com/types-of-trust-in-a-coaching-relationship
- ✓ Developing empathy https://carlyanderson.com/vacation-empathy-trust-and-connection

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Further resources:

Monthly e-newsletter

Blog articles for coaches to improve their coaching skills and core competency distinctions

https://carlyanderson.com/blog

"Our essential purpose is to be the best version of ourselves." Matthew Kelly

Acknowledgement goes to the International Coach Federation and all the coaches over the years who have contributed to developing and evolving the ICF Core Competencies, and continue to do so. https://coachfederation.org

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