

FAQs – Answered by Carly Anderson, MCC, ICF Credentialing Expert

We hold a monthly Q&A teleconference call. Please check www.TheMentorCoachingGroup.com for the next call date and time, or email me for more information; Carly@TheMentorCoachingGroup.com

- **How long have you been offering Mentor Coaching?**
In the past, I was offering mentoring for coaches which is now called Coaching Supervision. See <http://www.coachfederation.org/icfcredentials/supervision/> Due to my years of experience as an active ICF assessor I've been requested to offer Mentor Coaching for credential preparation for a long time. In 2012, I decided that the timing was right for me to do so and have created The Mentor Coaching Group. I am passionate about advancing the professionalism of coaching, and believe that a great way to do that is through core competency development. The competencies cover any type of coaching focus, every type of coach training and all the core coaching skills.
- **What is the definition of Mentor Coaching that you are working from?**
I work with the ICF definition of Mentor Coaching as related to the credentialing requirements: *"For purposes of Credentialing, mentor coaching means an applicant being coached on their coaching skills rather than coaching on practice building, life balance, or other topics unrelated to the development of an applicant's coaching skill."*
- **What are the key reasons people don't pass the MCC exam?**
They don't work with a qualified Mentor Coach, and someone who is very active on the ICF Assessor team who knows what the distinctions are between being at a mid to high level PCC and an MCC. Most applicants don't seem to have their recordings listened to by a qualified mentor coach before submitting them. Or else they are working with a mentor coach who is not able to tell the difference between solid PCC, and MCC coaching. The standards have changed over the years, and some mentor coaches are not keeping up with the changes.
- **Do you mentor PCC and ACC level too?**
Yes! We have a mixed group of MCC, PCC and ACC participants. We know you learn faster when you hear the distinctions between each level and can discuss from a competency perspective.
- **How long have you been an assessor?**
Since 2005. But that is not the question you should be asking. You need to ask if they are

a current assessor, meaning are they involved in assessing under the new system that has come into effect in early 2013 and was being beta tested in the second half of 2012. I'm an active assessor, meaning I'm given on average two recorded sessions per week or every other week to assess, and have been for a while now. So when interviewing mentors for credential preparation, ask how many ICF assessments they have undertaken in the past 3 months.

- **Are you a Professional Mentor Coach for CoachU and Corporate CoachU CUCU requirements?**

Yes, I am qualified to provide mentoring for CoachU and Corporate CoachU. I was a trainer for both from 1999 – 2009 and I'm currently re-qualifying so I can lead classes again. I've been an active Assessor for CoachU and Corporate CoachU continuously since 2005. We know the requirements for the CUCUG process and ensure we meet those needs. Please contact us for more specific information.

- **What would be the cost for 10 sessions of mentor coaching?**

Go to www.TheMentorCoachingGroup.com for packages and options

- **What makes you different from other Mentor Coaches?**

As I've mentioned, I'm an active ICF Assessor, so I have developed expertise over many years in understanding the core competency distinctions between ACC, PCC and MCC coaching. In 2012, I was selected by the ICF to continue with the new system of assessing without further training because of the consistency of assessing I've done over many years, and therefore I've kept abreast of shifts in coaching competency development.

I personally have recorded 9 coaching sessions (so far) with 3 different clients that are exclusively available to our participants to critique and learn from. Karen has recorded a number of sessions with different clients too. And I'm working with an ACC level coach to provide recordings to our participants as well. This is an incredibly rich resource library that is available to you 24/7 to listen to and critique on a password protected area of the website.

Another benefit is that you can join The Mentor Coaching Group at the beginning of any month, pending space availability. You have 6 months from first attending to complete your mentor coaching hours.

You have access to a library of incredible resources that we have created exclusively for our participants. You have access to **The Target Approach: Demystifying the ICF Core Competencies** that I created to take the mystery out of understanding the competencies, and move you toward mastery.

- **What are the benefits of participating in a group mentoring environment versus individual mentoring sessions?**

We believe there is a high level of learning that happens when you are part of the collective wisdom shared within a group. The support from fellow coaches helps to take the fear out of being critiqued or assessed when everyone on the call is giving and receiving feedback. In addition, the mix of having ACC/PCC/MCC coaches offers a unique group diversity that will allow you to hear distinctions between credential levels much quicker. Hearing and experiencing different levels of coaching provides a deeper learning opportunity than just talking about them.

- **Why are you passionate about credentialing?**

I see the ICF Core Competencies as the vehicle to advance the professionalism of coaching. The ICF credentials ACC/PCC/MCC provide an industry standard against which coaches are now being measured. More and more companies investing in coaching require an ICF coaching certification. We want to help coaches become even better coaches and be more marketable to current and future clients. **In fact, I'd love to support 1000 new MCCs to become credentialed by 2018, because I know that will mean 1000 higher skilled coaches in the world.**

- **I am going for my MCC, but Karen is only a PCC. I'm concerned I won't be getting MCC level mentoring and won't be able to get one of the letters of recommendation.**

While Karen currently holds the PCC credential, she is actively continuing her development towards MCC. She has been demonstrating coaching skills at a high level PCC and in to mid-level MCC. Karen is currently primarily limited by her number of required coaching hours. She is highly skilled at giving competency-based feedback and I'm honored to have her as a partner. You will gain enormous value from her insights, no matter what credential you are seeking.

For coaches going for their MCC, I have a colleague who will provide the second letter of recommendation based on demonstrated coaching skills, so you will always get two letters of recommendation through the Mentor Coaching Group program for MCC credential applications.