



ICF CORE COMPETENCIES RATING SHEET

Live Practice Coaching Co-Coaching (Recorded Session) Observed by PCC/MCC (Evaluator OR Reviewer) Oral Exam _____ Avg Score (Practice OR Final)

Accomplishment Coaching

Coaches' Training Program

Name of Coach: _____

Session Date: _____

Name of Evaluator: _____

City: _____

Name of Credentialed Reviewer*: _____

Credential: _____

(*Reviewer must review 20min minimum of the session/recording and review/confirm alignment with this evaluation.)

Instructions:

Please use **ONLY blue/black ink** to complete this form. Keep written **comments of the FRONT** side of the page. There is additional _____ at the end of the Evaluation for notes.

On a Scale of 0 – 10:

9-10 Mastered (MCC level coaching)

7-8 Competent/Proficient (Certification Level Coaching)

5-6 Graduate level coaching. (More gaps to fill to reach Certification Level)

3-4 Needs Improvement

0-2 Inappropriate or Not Demonstrated

A minimum overall score of 5 is required for Graduation/A minimum overall score of 7 is required for Certification

A. Setting the Foundation

1. Demonstrates Ethical Practice

Definition: Understands and consistently applies coaching ethics and standards of coaching.

Strengths: _____

Areas for Growth: _____

2. Embodies a Coaching Mindset

Definition: Develops and maintains a mindset that is open, curious, flexible and client-centered.

Strengths: _____

Areas for Growth: _____

B. Co-Creating the Relationship

3. Establishes and Maintains Agreements

Definition: Partners with the client and relevant stakeholders to create clear agreements about the coaching relationship, process, plans and goals. Establishes agreements for the overall coaching engagement as well as those for each coaching session.

Strengths:

Areas for Growth:

4. Cultivates Trust and Safety

Definition: Partners with the client to create a safe, supportive environment that allows the client to share freely. Maintains a relationship of mutual respect and trust.

Strengths:

Areas for Growth:

5. Maintains Presence

Definition: Is fully conscious and present with the client, employing a style that is open, flexible, grounded and confident

Strengths:

Areas for Growth:

C. Communicating Effectively

6. Listens Actively

Definition: Focuses on what the client is and is not saying to fully understand what is being communicated in the context of the client systems and to support client self-expression.

Strengths:

Areas for Growth:

7. Evokes Awareness

Definition: Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence, metaphor or analogy.

Strengths:

Areas for Growth:

D. Cultivating Learning and Growth

8. Facilitates Client Growth

Definition: Partners with the client to transform learning and insight into action. Promotes client autonomy in the coaching process.

Strengths:

Areas for Growth:

Notes:

Notes: