**Coaching Competencies Comparison**

The purpose of the below table is to take information on capabilities from key coaching sources. This is in order to compare their thinking and to also help coaches build up a more complete picture of the differing views of coaching capabilities.

|  |  |  |
| --- | --- | --- |
| **International Coach Federation** | **European Mentoring and Coaching Council** | **Association for Coaching** |
| **Setting the Foundation**   * Meeting ethical guidelines and professional standards * Establishing the coaching agreement   **Co-creating the Relationship**   * Establishing trust and intimacy with the client * Coaching presence   **Communicating Effectively**   * Active Listening * Powerful Questioning * Direct Communication   **Facilitating Learning and Results**   * Creating awareness * Designing actions * Planning and goal setting * Managing progress and accountability | **Understanding Self**   * Demonstrates awareness of own values, beliefs and behaviours; recognises how these affect their practice and uses this self-awareness to manage their effectiveness in meeting the client’s, and where relevant the sponsors objectives   **Commitment to self-development**   * Explore and improve the standard of their practice and maintain the reputation of the profession   **Managing the contract**   * Establishes and maintains the expectations and boundaries of the mentoring/coaching contract with the client and, where appropriate, with sponsors   **Building the relationship**   * Skilfully builds and maintains an effective relationship with the client, and where appropriate, with the sponsor   **Enabling learning and insight**   * Works with the client and sponsor to bring about insight and learning   **Outcome and action orientation**   * Demonstrates approach and uses the skills in supporting the client to make desired changes   **Use of models and techniques**   * Applies models and tools, techniques and ideas beyond the core communication skills in order to bring about insight and learning.   **Evaluation**   * Gathers information on the effectiveness of own practice and contributes to establishing a culture of evaluation of outcomes | **Meeting ethical, legal and professional guidelines**  **Establishing the coaching agreement and outcomes**  **Establishing a trust-based relationship with the client**  **Managing self and maintaining a coaching presence**  **Communicating effectively**  **Raising awareness and insight**  **Designing strategies and actions**  **Maintaining forward momentum and evaluation**  **Undertaking continuous coach development**  ***Additional competencies for Executive coaches***  **Working within the organisational context**  **Understanding leadership issues**  **Working in partnership with the organisation** |
| Further deeper details - <https://coachfederation.org/core-competencies> | These competencies are further defined according to foundation, practitioner, senior practitioner and master practitioner levels. <https://emcc1.app.box.com/s/4aj8x6tmbt75ndn13sg3dauk8n6wxfxq> | Further defined here - <https://cdn.ymaws.com/www.associationforcoaching.com/resource/resmgr/Accreditation/Accred_General/Coaching_Competency_Framewor.pdf> |