ICF Core Competencies

WeAlign COACHING

Foundation

1 **Demonstrates Ethical Practice:** Understands and consistently applies coaching ethics and standards of coaching.

2 E**mbodies a Coaching Mindset**: Develops and maintains a mindset that is open, curious, flexible and client-centered.

Co-Creating the Relationship

3 **Establishes and Maintains Agreements**: 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.

4 **Cultivates Trust and Safety**: 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.

5 **Maintains Presence**: Is fully conscious and present with the client, employing a style that is open, flexible, grounded and confident.

Communicating Effectively

6 **Listens Actively**: 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.

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

Cultivating Learning and Growth

8 **Facilitates Client Growth**: Partners with the client to transform learning and insight into action. Promotes client autonomy in the coaching process.

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