

The 10 Coaching Superpowers and 11/8 Coaching Competencies (ICF)

A quick point about the numbers: We have a different set of numbers than used by the ICF. In this book we will use our numbers and I will show you the ICF # for both the original 11 Core Competency Model and the new 8 ICF Core Competency Model for 2022. (they were revealed in 2019, but not “released” for Accredited Coach Training Programs until late 2021)

The 10 Coaching Superpowers	The 11 Core Competencies (ICF before 2021)	The 8 Core Competencies (ICF 2021)
	1) Meet Ethical Guidelines and Professional Standards	1) Demonstrates Ethical Practice
		2) Embodies Coaching Mindset
1) Purpose - Share your BIG Dream	2) Establish the coaching agreement	3) Establishes and maintains agreements
2) Permission (Ask For): Control ->Influence -> Vulnerable	3) Establish trust & intimacy	4) Cultivates Trust and Safety
3) Presence with Judgment-free Awareness	4) Coaching presence	5) Maintains Presence
4) Plan – Imagine Possibilities	10) Planning & Goal setting	(Part of #8 Facilitates Client Growth)
5) Play – Co-Create	9) Designing actions	(Part of #8 Facilitates Client Growth)
6) Grow – Evaluate Performance	11) Managing progress & accountability	8) Facilitates Client Growth
7) Curiosity – Exercise wonder	6) Powerful questioning	(Part of #7 Evokes Awareness)
8) Triplex Listening – Saying : Not saying : Energy	5) Active listening	6) Listens Actively
9) Self-trust – Feel it ... Say it	7) Direct communication	(Part of #7 Evokes Awareness)
10) Go deep – Look beneath the surface	8) Creating awareness	7) Evokes Awareness