



CoachVille.com and Center For Coaching
Mastery concepts to masterful coaching-
includes the ICF Core Competencies.

Clarifiers

1. Urgent or Important?
2. Addressed or Avoiding?
3. Accurate or Interpretation?
4. Open or Resistant?
5. Internal or External Reference Point?
6. Want or Could/Should/Need?
7. Opportunity or Possibility?
8. Source or Symptom?
9. Opening or Share?
10. Response or Reaction?
11. Create or Eliminate?
12. Problem or Concern?
13. Present or Past?
14. Acceptance or Resistance?
15. Toward or Away from?

Deliverables

1. Perspective
2. Validation
3. Message
4. Energy
5. Solution
6. Plan
7. Structure
8. Resource
9. Options
10. Caring
11. Training
12. Advice
13. Strategy
14. Feedback
15. Challenge

ICF Core Competencies

1. Meets ethical Guidelines & Professional Standards
2. Establishing the Coaching Agreement
3. Establishing Trust and Intimacy With The Client
4. Coaching Presence
5. Active Listening
6. Powerful Questioning
7. Direct Communication
8. Creating Awareness
9. Designing Actions
10. Planning and Goal Setting
11. Managing Progress and Accountability

Style Points

1. Hears what is actually said.
2. Responds cleanly.
3. Takes client's concerns seriously.
4. Speaks simply.
5. Is light and neutral.
6. Is collaborative.
7. Communicates in full-duplex mode.
8. Fully expresses.
9. Keeps up
10. Hears between the lines
11. Uses commonly understood words.
12. Is self-assured.
13. Is client-centric.
14. Is comfortable with problems.
15. Is "with" the client.

Proficiencies

1. Engages in provocative conversations. *Provocative conversation vs. nice chat.*
2. Reveals the client to themselves. *Awareness vs. information.*
3. Elicits greatness. *Greatness vs. success.*
4. Enjoys the client immensely. *Enjoy vs. accepts.*
5. Expands the client's best efforts. *Expansion vs. pushing.*
6. Navigates via curiosity. *Curiosity vs. information gathering.*
7. Recognizes perfection in every situation. *Responding vs. Reacting.*
8. Hones in on what is most important. *Present moment vs. recent priority.*
9. Communicates cleanly. *Absence of vs. unnecessary additives.*
10. Shares what is there. *Inkling vs. evidence.*
11. Champions the client. *Championing vs. cheerleading.*
12. Enters new territories. *Broaching vs. reacting.*
13. Relishes truth. *Relishing truth vs. expecting honesty.*
14. Designs supportive environments. *Environments vs. self-reliance.*
15. Respects the client's humanity. *Respect vs. accept.*

Frameworks

1. It's all solvable or it's not.
2. Risk is always reducible.
3. There's usually a better way.
4. Success is a byproduct.
5. Emotions are our teachers.
6. Delay is increasingly expensive.
7. Inkling is higher intelligence.
8. The answer is somewhere.
9. Self-confidence can be arranged.
10. Memes and genes are evolving at different rates.
11. Work is for joy.
12. Problems are immediate opportunities.
13. People are doing their very , very best, even when they clearly are not.
14. Awareness is unifying.
15. Life is about us, and it's not personal.

Ultimate Intangible Outcomes

1. Happiness.
2. Pleasure.
3. Joy.
4. Sense of freedom.
5. Sense of progress.
6. Peace/inner peace.
7. Awareness.
8. Love.
9. Balance.
10. Confidence.
11. Connectedness.
12. Inspiration.
13. Space.
14. Transcendence.
15. Comfort.

Ultimate Tangible Outcomes

1. Personal legacy.
2. Financial independence.
3. More, or better, opportunities.
4. Design a perfect life.
5. Expand capacity.
6. Fulfilling lifestyle.
7. Business and career success.
8. Relationships.
9. Mastery.
10. Increased performance.
11. Vitality.
12. Personal sovereignty.
13. More time.
14. Increased creativity.
15. Stimulating environments.