

COACH U AUDIOTAPE LEARNING WORKSHEET

To assist you in your ongoing professional development as you listen to audiotaped coaching sessions (compiled before ICF Ethics & Standards and Coaching Competencies were created), here are the Core Coaching Competencies to consider:

ICF CORE COACHING COMPETENCIES

A. Setting the Foundation

1. Meeting Ethical Guidelines and Professional Standards
2. Establishing the Coaching Agreement

B. Co-creating the Relationship

3. Establishing Trust and Intimacy with the Coachee
4. Coaching Presence

C. Communicating Effectively

5. Active Listening
6. Powerful Questioning
7. Direct Communication

D. Facilitating Learning and Results

8. Creating Awareness
9. Designing Actions
10. Planning and Goal Setting
11. Managing Progress and Accountability

QUESTIONS TO REFLECT UPON

GENERAL QUESTIONS

1. What appeared to work successfully for the coach? _____
2. What appeared to work successfully for the coachee? _____
3. What appeared to work unsuccessfully for the coach? _____
4. What appeared to work unsuccessfully for the coachee? _____
5. What could have possibly worked better for the coachee? _____
6. How engaged was the coachee? _____
7. How empowered was the coachee? _____
8. Who, if any, held power or control in this session? _____
9. What do I want to make sure I integrate into my coaching? _____
10. What do I want to avoid in my coaching? _____
11. What other learning, observations and tips am I taking away from this session? _____
12. What questions and reflections do I now have for my mentor coach, faculty member or peers? _____

CORE COACHING COMPETENCY QUESTIONS

1. Which core coaching competencies were demonstrated? _____
2. Which core coaching competencies were not demonstrated? _____
3. Who offered the agenda or focus for the session? _____
4. Who was the session about? _____
5. Which Ethical Guidelines and Professional Standards were present? _____
6. How evident was mutual trust and respect between coach and coachee throughout the session? _____
7. What demonstrated that the coach was engaged in active listening? _____
8. What could you say about the characteristics of powerful questions in this session? _____
9. What could you say about the characteristics of direct communication in this session? _____
10. What new awareness did the coachee articulate? _____
11. Was a next step communicated before the session ended? _____
12. How was the coachee set up for success? _____

For more info about audiotapes, please download the "Coach U Audiotapes User's Guide."