

Coaching Competency Report

Coach:

Date of Review:

Reviewer:

Competency and Description/Behaviors Observed	
1. Meeting Ethical Guidelines and Professional Standards <ul style="list-style-type: none"> • Demonstrated understanding of coaching ethics and standards • Able to apply ethics and standards appropriately in the coaching situation that was presented 	
Comments	
2. Establishing the Coaching Agreement <ul style="list-style-type: none"> • Ability to come to an agreement with the prospective client about the coaching process and relationship • Clearly understood what was required in the specific coaching interaction • Demonstrated allowing the client or to identify the coaching that was desired • Referred back to the coaching agreement created for the specific coaching interaction when coachee changed direction or focus and reestablished intended outcome when appropriate 	
Comments	
3. Establishing Trust and Intimacy with the Client <ul style="list-style-type: none"> • Ability to create a safe, supportive environment • Demonstrated setting the foundation for ongoing mutual respect and trust 	
Comments	
4. Coaching Presence <ul style="list-style-type: none"> • Ability to be fully conscious and created a spontaneous relationship with the client, • Employed a style that is open, flexible and confident • Demonstrated appropriate use of intuitive abilities 	
Comments	
5. Active Listening <ul style="list-style-type: none"> • Ability to focus completely on what the client is saying and is not saying, • Clearly understood the meaning of what was said in the context of the client's desires • Supported the client's self-expression 	
Comments	
6. Powerful Questioning <ul style="list-style-type: none"> • Ability to ask questions that revealed the information needed for maximum benefit to the coaching relationship and the client • Crafted inquiries that moved the client and inspired them to see a larger possibility for their intension 	
Comments	

7. Direct Communication <ul style="list-style-type: none"> • Ability to communicate effectively during coaching sessions, • Used language that has the greatest positive impact on the client • Demonstrated the benefit of the “play” with language for the benefit of increasing the awareness of the client 	
Comments	
8. Creating Awareness <ul style="list-style-type: none"> • Ability to integrate and accurately evaluate multiple sources of information • Made interpretations that helped the client to gain awareness • The awareness gained achieved agreed-upon results 	
Comments	
9. Designing Actions <ul style="list-style-type: none"> • Ability to create with the client opportunities for ongoing learning, during coaching and in work/life situations, • Inspired the client to take new actions that will most effectively lead to agreed-upon coaching results 	
Comments	
10. Planning and Goal Setting <ul style="list-style-type: none"> • Ability to develop goals that align with the client intended goals • Developed and where appropriate maintained an effective coaching plan with the client. 	N/A
Comments	
11. Managing Progress and Accountability <ul style="list-style-type: none"> • Ability to hold attention on what is important for the client • Left responsibility with the client to take action 	
Comments	
An area of potential development as a coach might be: Avoiding stacking questions. Giving more space for the client to answer your powerful questions.	
Something I'd like to acknowledge you for is: 	