

NATURE COACHING



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LET'S BREAK THE ICE !

ICF definition of coaching :

Partnering with clients
in a thought-provoking and
creative process that
inspires them to
maximize their potential



Continuum in Learning Conversation

Less
Directive



More
Directive

Coaching

*Facilitative
stance*

Inquiry
Tapping into coachee's
resources
A 'beginner's mind'
Eliciting deep thinking

*Dialogic
stance*

Thinking with coachee
Sharing options as
needed
Explaining strategies

Coachee as 'driver' (decision maker)

Mentoring

*Directive
stance*

Advocating the way forward
Direction & advice
Explaining actions
Training

Coachee as 'passenger'

Munro, C. (2020). A Continuum of Professional Learning
Conversation : Coaching, Mentoring, and Everything in Between

8 INTERNATIONAL COACH FEDERATION (ICF) CORE COMPETENCIES

ICF'S DEFINITION OF COACHING

Partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

FOUNDATION



1 DEMONSTRATES ETHICAL PRACTICE

Definition

Understands and consistently applies coaching ethics and standards of coaching.



2 EMBODIES A COACHING MINDSET

Definition

Develops and maintains a mindset that is open, curious, flexible and client-centered.

CO-CREATING THE RELATIONSHIP



3

ESTABLISHES AND MAINTAINS AGREEMENTS

Definition

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 & SAFETY

Definition

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

Definition

Is fully conscious and present with the client, employing a style that is open, flexible, grounded and confident.

COMMUNICATING EFFECTIVELY



6 LISTENS ACTIVELY

Definition

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

Definition

Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence, metaphor or analogy.

CULTIVATING LEARNING & GROWTH



8 FACILITATES CLIENT GROWTH

Definition

Partners with the client to transform learning and insight into action. Promotes client autonomy in the coaching process.



Thank
you

