



INTERNATIONAL  
**CHRISTIAN COACHING**  
ASSOCIATION

## **Core Coaching Competencies**

The following ten best practices and core coaching competencies were developed to support increased understanding on how these coaching skills can be used in today's Christian coaching profession as defined by the International Christian Coaching Association.

### **1. Meet ICCA Ethical Standards.**

1. Coach adheres to the ICCA Code of Ethics
2. Coach makes referrals to other support professionals as needed
3. Coach maintains a focus on client desired outcomes
4. Coach stays in the role of coach, not advice-giving, counseling or mentoring.

### **2. Establishes the Coaching Agenda.**

1. Coach effectively discusses with the client their agenda for the coaching relationship, and each session agenda.
2. Coach communicates the differences between coaching, consulting, psychotherapy, and other support professions.
3. Coach attends to client's agenda and has no agenda of their own

### **3. Demonstrates an Open, and Curious Mindset.**

1. Coach has a natural curiosity about what the client is saying
2. Coach asks open ended questions after reflecting what client has said
3. Coach the person not the problem
4. A Christian Coach remains open to the Holy Spirit's moving in a coaching session

### **4. Cultivates a Safe Space.**

1. Coach allows the client to vent or "clear" the situation without judgment or attachment in order to move on to next steps.
2. Coach is easy to approach and talk to; puts the client at ease; warm, pleasant, and gracious.
3. Coach creates a safe space where the client feels seen, heard, and valued.

### **5. Maintains Coaching Presence.**

1. Coach is present and flexible during the coaching session, dancing in the moment with the client.
2. Coach can use humor effectively to create lightness and energy with the client
3. Coach demonstrates concern and empathy for the client

**6. Active Listening.**

1. Coach has the ability to focus completely on what client is saying and is not saying
2. Coach understands the meaning behind the client's words
3. Coach summarizes, paraphrases, reiterates, mirrors back what client has said to ensure clarity and understanding.

**7. Creating Awareness.**

1. Coach demonstrates the ability to work with strong emotions and can self-manage their own emotions.
2. Coach asks powerful questions that help client create new awareness
3. Coach helps client to be aware of their limiting beliefs

**8. Thinking Partner.**

1. Coach assists client to think more in-depth, engage in more critical thinking and arrive at better decisions.
2. Coach uses the client's words and metaphors to reflect back what the coach is hearing and sensing.
3. Coach helps client see connections between the client's thoughts, feelings, and actions.

**9. Goal Setting and Accountability.**

1. Coach brainstorms with client to explore action steps to move toward goals
2. Coach helps client establish a support system for accountability
3. Coach brings forward client statements that are aligned with the client's values and goals.

**10. Facilitates Learning.**

1. Coach helps create with the client opportunities for new and ongoing learning.
2. Coach celebrates client's successes and capabilities for future growth
3. Coach offers resources to help client continue learning post coaching session