

Coaching for Leaders (CFL) Certification Q&A

*A conversation between Patty and CFL Participants about the path to certification by the International Coach Federation (ICF). FYI, a key resource page for resources mentioned below:
<https://www.seattlecoach.com/applying-for-your-icf-credential.html>*

Question #1: Mentor Coaching – For the 10 hours required for ACC certification, will some of these hours be covered in the CFL program?

Answer: Participants in CFL receive 48 hours of coach-specific training (and I give everyone documentation when we wrap up for hours of actual attendance in our days together). CFL doesn't include official hours of group and individual mentor coaching. But that's where the Triad Coach (TC) experience comes in: TCs receive enough hours to complete their coach-specific training (a minimum of 60) including seven hours of group mentor coaching with me. That means that, like participants in our Flagship Cohorts, they only need to add three more hours of individual mentor coaching.

Question #2: Hours of Coaching Required – The ICF requires that 70% of logged coaching hours be “paid” and up to 30% can be “pro bono.” What qualifies as paid?

Answer: The “paid” requirement helps both coaches and coachees to stay clear about the true value of time spent coaching. It challenges entrepreneurial coaches to be both well-researched and clear about how to think about charging for their time. When a CFL participant or graduate coaches in the course of their work, the hours count as “paid.”

Question #3: What hours that are spent during CFL can be listed on everyone's coaching log?

Answer: In the Triad meetings, everyone's hours spent in actual coaching time can be counted as bartered (“paid”) hours.

Question #4: I believe our company is very supportive of ICF certifications but does not require it per se. What trends do you see?

Answer: From where I sit, with every passing year, when someone calls themselves a coach, there is good market curiosity about the ways in which they've actually equipped themselves. This is why a few years ago I developed the **SeattleCoach Certified Badge** (which links to [this page](#)) for serious coaches who have completed training and who are aiming at international certification. Every CFL graduate is free to use it.

Question #5: Can you talk about the differences taught through the CFL program vs. various coaching apps and MOOCs?

Answer: Good question. The feedback I have is that they are complementary. One is tips and tools. CFL is a master class.

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