

Tracking Your Key Skills and Behaviors

The Coachee's Stage of Change

- What's your theory? Did the coach's questions fit? Support? Challenge?*

The A's

- The Coaching Alliance:** *Is there a full partnership in which the coachee is safe enough to fully engage with the coach? Is the coachee the ultimate decision-maker? Is the coach is connected and open?*
- A Clear Agreement:** *Is there clarity about the what, the how, the scope?*
- The Coachee's Agenda:** *As an observer could you tell what it was?*

The "Core Four"

- Respect** *Coaches express and embody respect for their coachee's goals, agenda, permissions, confidences and resourcefulness.*
- Energy** *Coaches study and use their personal energy, judgment, experience, and intuition. They are aware of their own triggers and agenda and they use their own voice, mood, breath, and posture in being present.*
- Acknowledgment** *Coaches acknowledge the admirable, saying what they see in the character, actions, strengths, self-responsibility, and vision of others. Their words are genuine and clear, marked by both grace (support) and truth (directness and challenge).*
- Listening** *When a strong coach listens well—usually beyond the actual words—they inspire clarity, energy, and possibility. They evoke awareness.*

The "Explore/Find the Experiments" Dynamic work?

Did the partnership find a possible and desirable next step? Was there some agreement about "What will you do? When will you do it? Who will know? Do you need a plan?"

Key Skills

Used Might Have Used

Co-creating a Level 3 Conversation

Saying what you see and hear	_____	_____
"Reset" / Finding the focus	_____	_____
Clearing the deck	_____	_____
Finding the right pace	_____	_____
Clarifying focus	_____	_____
Meta-view	_____	_____

	Used	Might Have Used
Metaphor	_____	_____
Time-out	_____	_____
Bottomline	_____	_____
Reframing	_____	_____
Level 3 questioning	_____	_____
An inquiry	_____	_____
Exploring Resistance		
Old and potentially limiting stories?	_____	_____
Missing resources?	_____	_____
Stage of change?	_____	_____
Competing commitments?	_____	_____
Critical voices?	_____	_____
Find the Next Step, the Experiment		
Leveraging the coachee’s values, strengths, energy	_____	_____
Using the coachee’s bright spots and positively defining stories	_____	_____
Requesting / challenging	_____	_____
Brainstorming / edge-storming (the ten percent shift)	_____	_____
A tangible metaphor	_____	_____
Evaluating (“What are you taking away?”)	_____	_____
Your Authenticity, Transparency, and Presence. Being Brave.		
Direct communication	_____	_____
An intuitive hit	_____	_____
Leading as the coach and “being the container	_____	_____
Self-understanding / self-coaching	_____	_____
Shut up. Shut up. Shut up.	_____	_____
Speak up. Speak up. Speak up.	_____	_____
What else? Can you say more? Tell me more. Keep going.	_____	_____
Recovering your focus	_____	_____
Coaching postures	_____	_____
Staying aware of what you want to teach people	_____	_____
Witnessing	_____	_____
Statements of Impact	_____	_____

The Miracle Question	_____	_____
Championing	_____	_____
Helping your coachee to reground	_____	_____
“What I know about you”	_____	_____
“What don’t I know about you?”	_____	_____
Wrapping up	_____	_____

Your observations?

Bonus points.

What is one hunch you have about where this coach fulfilled one of the eight Core Competencies?

The ICF’s Eight Core Competencies

Foundation	Co-creating the Relationship	Communicating Effectively	Cultivating Learning and Growth
1. Demonstrates ethical practice 2. Embodies a coaching mindset	3. Establishes and maintains agreements 4. Cultivates trust and safety 5. Maintains presence	6. Listens actively 7. Evokes awareness	8. Facilitates client growth