	Complete	Link	Due
Submit First Recording		Email Recording to Trainer	1 Week Before 1:1 Mentor Coaching Session
I:1 Mentor Coaching Session		Book 1:1 Session Here	By Session 12 (See Syllabus for Date)
Submit Second Recording		Email Recording to Trainer	1 Week Before Group Mentor Coaching - Assessment
Group Mentor Coaching - Observation		Book Observation Group Mentor Coaching Session	Du Consier 40 (Con Cullabur for Data)
Group Mentor Coaching - Assessment		Book Assessed Group Mentor Coaching Session	By Session 18 (See Syllabus for Date)
Submit Third Recording		Email Recording to Trainer	1 Week Before 1:1 Mentor Coaching Session
l:1 Mentor Coaching Session		Book 1:1 Session Here	By Session 24 (See Syllabus for Date)
Submit Forth Recording		Email Recording to Trainer	1 Week Before Group Mentor Coaching - Assessment
Group Mentor Coaching - Observation		Book Observation Group Mentor Coaching Session	Du Cassian 20 (Cas Cullahua fan Data)
Group Mentor Coaching - Assessment		Book Assessed Group Mentor Coaching Session	By Session 30 (See Syllabus for Date)
Submit Fifth Recording		Email Recording to Trainer	1 Week Before 1:1 Mentor Coaching Session
1:1 Mentor Coaching Session		Book 1:1 Session Here	By Session 36 (See Syllabus for Date)
Submit Sixth Recording		Email Recording to Trainer	1 Week Before Group Mentor Coaching - Assessment
Group Mentor Coaching - Observation		Book Observation Group Mentor Coaching Session	Du Cassian 42 (Cas Cullahua fan Data)
Group Mentor Coaching - Assessment		Book Assessed Group Mentor Coaching Session	By Session 42 (See Syllabus for Date)
Submit Seventh Recording		Email Recording to Trainer	1 Week Before 1:1 Mentor Coaching Session
1:1 Mentor Coaching Session		Book 1:1 Session Here	By Session 48 (See Syllabus for Date)
Observed Session 1			
Observed Session 2			
Observed Session 3			
Observed Session 4			
Observed Session 5			
Observed Session 6			

## ICF Mentor Coaching Assessment Find the International Coach Federation Core Competencies Here Find the International Coach Federation PCC Markers Here ICF Minimum Skill Requirements for Each Credential Leve Find the former ICF Competency Comparison Here Also, find an updated ICF Competency Comparison Here Reviewer: Date of Review: Category Checklist Breakdown Coach Reviewer Explanation and ICF Markers Assessed Score of 1 Score of 2 Score of 3 Score of 4 Score of 5 The coach asks or The coach A coach should ask for or reconfirm the session's The coach did not reconfirms the ask the client for a Subject subject with the client fairly early in a coaching topic while using subject or client both bring reconfirms the complete mastery 1.0 1.0 session to begin establishing the agreement. How well did the coach ask for or reconfirm the session the client's reconfirm the topics to the topic early in the of this element in language and/or topic with the session. session. timing, language demonstrating client and presence. empathy. The coach A coach should always ask I or more questions The coach asked naturally explored The coach did not The coach about the explored the agreement's the agreement's importance and ask about or confirm the Top of Mind and Potential for Transformation concerning the significance of the subject and demonstrated a importance or outcome along with the potential for change in the complete mastery How well did the coach help the client express the 10 10 notential for importance and/or potential for importance and/or of this element in life of the client. transformation potential for transformation significance of the session agreement? timing, language without further transformation with empathy transformation. and presence. Marker 3.3 and/or the client's with the client language. Establishing the The coach Agreement explored naturally The coach did not The coach helped what areas needed The coach A coach should help a client identify what they need ask about what The coach asked the client fully to be addressed in Areas to Address order for the client complete mastery to explore in order to get what they want out of a needs to be what the client explore what areas How well did the coach help the client identify what 1.0 1.0 session explored to help wanted to explore needed to be of this element in the client address the session addressed to get what they wanted without going wanted out of the approach to take in exploring the session agreement? timing, language, session while also deeper. and presence. subject. out of a session demonstrating client's language An effective coach helps their client identify a The coach The coach did not The coach The coach explored the The coach asked naturally explored measurable outcome or result that the client would ask about or demonstrated a about the Result and Measurable Outcome measures of like the conversation to provide as part of confirm measures complete mastery 1.0 10 measures of measures of success with of success for the of this element in How clear are the measures of success for the session? establishing the agreement. empathy and/or timing, language, session further exploration. client. the client's agreement. and presence language The coach's The coach's The coach did not The coach's support for the client's work in the demonstrated a support for the An effective coach takes time to demonstrate support for the take time to Support client's work was support for the client and what the client is able to demonstrate client's work demonstrated in session was complete mastery How supportive was the coach towards the client and 1.0 10 support for the during the session accomplish during a coaching session. demonstrated of this element in client's work was implied, but his or her work in the session? acknowledgement directly, indirectly, timing, language during the not directly Markers: 41 42 43 88 or brief statements naturally and coaching ses demonstrated of support. authentically. The coach The coach A coach should be comfortable with the use of The coach tended The coach demonstrated The coach regularly regularly offered to offer questions, silence to allow a client time to both think about demonstrated a Spaciousness interrupts the confidence in **Partnering** statements and/or brief pauses and how to answer a question and to fully express him or herself during a session. offering broader complete mastery low effective was the coach at allowing the client to 1.0 1.0 of this element in silence and plenty with the Client immediately after to think and speak have space to communicate? speaks the of space for the timing, language the client was for the majority of najority of the client to think and and presence. Markers: 5.4, 5.5, 6.6, 7.8 done speaking. the time. speak. A coach should demonstrate partnership by inviting The coach asked The coach tended the client about the client to choose the direction of the coaching Following to ask questions or the session demonstrated full demonstrated a during the session and by inviting the client to The coach led the offer statements direction after the trust in the client's complete mastery leadership of this element in How well did the coach partner with the client by 1.0 1.0 respond in any way to the coach's contributions client throughout that implied agenda was set the session. during a session without judgement. following the client's lead? iudgement and and generally did throughout the timing, language direction not offer direction session. and presence. Markers: 52 53 61 75 81 unless requested Score 1 to 4: The coach A coach should ask questions and offer statements The coach's The coach's demonstrated a that are open and generally do not seek to lead the auestions were auestions were auestions were auestions were Open and Concise complete master 1.0 1.0 regularly closedopen and concise open and concise client towards the coach's desired outcomes. of this element in How open and concise were the coach's questions? at least 50% of the at least 75% of the at least 90% of the ended and timing, language extended time time. Markers: 67 75 76 77 The coach only The coach almost The coach The coach focused on the exclusively explored the What effectively of the client's balanced e An effective coach explores the What of the client client's situation explored the Who demonstrated a balanced exploring Situation without losing sight of the Who of the client and/or did not use of the client, using complete mastery 1.0 10 situation with a the What of the information about guestions and of this element in How well did the coach explore the client's situation? small amount of client's situation statements based timing, language, Markers: 5.2, 6.1, 6.7, 7.3, 8.3 the client's exploration of the with the Who of situation to quide on the What of the and presence. Who of the client. the client. the coaching. client's situation.

	Client's Awareness How well did the coach explore the client's developing awareness?	1.0	1.0		An effective coach helps the client explore his/her thoughts for the purpose of creating and using learning and awareness. Questions and statements from the coach should have the potential to help a client learn more about him/herself or his/her situation and how s/he will use new learning and awareness to move forward.  Markers: 62, 65, 71, 72, 73, 74, 82, 83, 84, 85	The coach did not explore the client's awareness in the session.	awaronocc briofly	The coach explored the client's developing awareness and how it moves them forward in their situation or their life as a whole.	The coach deeply explored the client's developing awareness and how it moves them forward in their situation and their life as a whole.	The coach demonstrated a complete mastery of this element in timing, language, and presence.
Communicating as a Coach	Client's Identity How well did the coach explore the client's sense of self?	1.0	1.0		An effective coach explores the Whole Person of the Client: Values, Emotions, Perspectives, Purpose, Present Self, Future Self, etc.  Markers: 43, 51, 63, 64, 65, 71, 72, 73, 74, 82	The coach did not explore the client's sense of self.	The coach explored the client's sense of self with one or two questions during the session.	The coach explored the client's sense of self regularly during the session.	The coach deeply explored the client's sense of self of the client as related to the client's agenda and long-term vision.	The coach demonstrated a complete mastery of this element in timing, language, and presence.
	Client Language How well did the coach explore the client's language present in the session?	1.0	1.0		To help a client create deeper awareness, a coach should listen for and use the client's language as par of powerful questioning and direct communication.  Markers: 54, 61, 62, 64, 67	The coach did not use the client's language to inform his/her questions and statements.	The coach sparingly used the client's language to inform his/her questions and statements.	The coach regularly used the client's language to inform his/her questions and statements.	The coach almost always used the client's language to inform his/her questions and statements.	The coach demonstrated a complete mastery of this element in timing, language, and presence.
	<b>Empathy</b> How well did the coach demonstrate empathy during the session?	1.0	1.0		A coach should be "observant, empathetic and responsive" towards a client by acknowledging and exploring shifts in energy, tone of voice, pace of speech, etc.  Markers 41, 42, 43, 54, 61, 88	The coach did not directly demonstrate empathy towards the client or match the client's energy.		The coach demonstrated empathy by regularly matching the client's energy and occasionally offered empathetic observations and/or guestions.	The coach demonstrated empathy by consistently matching the client's energy and offering sincere empathetic observations and questions.	The coach demonstrated a complete mastery of this element in timing, language, and presence.
	Statements with Partnership How effective was the coach's use of statements, observations, challenges etc.?	1.0	1.0		A coach should be willing to offer statements (Observations, suggestions, acknowledgements, challenges, etc.). However, a coach should not appear attached to the content of his/her direct statements being right.  Markers 4.4, 6.1, 6.7, 75	The coach uses many direct statements without permission and without inviting the client's open repsonse.	The coach offered extended direct statements with some permission or invitation for the client to respond.	The coach offered direct statements with permission or invitation for the client to respond, though these moments lacked confidence on behalf of the	natural requests for permission when offering the coach's interpretation and openly inviting the	The coach demonstrated a complete mastery of this element in timing, language, and presence.
	Score 1 to 4:	1.0	1.0		0.0			coach.	client to respond.	
									I	
	Next Steps How effective was the coach at helping the client develop next steps for after the session?	1.0	1.0		A coach should allow the client to close a session around an action to take or question to consider for after the session. This next step should flow naturally from the session and align with the client's desired outcomes.  Markers: 84, 8.5	The client's post- session action or inquiry was implied or not stated.	The client's post- session action or inquiry was created or offered mostly by the coach.	The client's post- session action or inquiry was created mostly by the client.	The client's post- session action or inquiry was created fully by the client while the coach supported the client through the process.	of this element in timing, language,
Supporting Action and Planning	Planning & Accountability How well did the coach support the client in clarifying their plan and developing accountability around these next steps?	1.0	1.0		A coach should explore with a client the support and accountability needed so that the client is more successful in accomplishing their next steps.  Markers: 85, 86, 87,	The coach did not explore with the client in building support and accountability around his/her next steps.	The coach asked 1-2 questions about building support and accountability around the client's next steps.	thoroughly explored support	The coach explored support and accountability with the client that also incorporated further exploration of the client's developing awareness and sense of self.	demonstrated a complete mastery
	Closing How well did the coach partner with the client in closing the session?	1.0	1.0		A coach should encourage a client to review what they have taken away from the session while also partnering with the client to wrap up the conversation.  Markers: 8.8.8.9	The coach abruptly closed the session without review or partnership.	The coach reviewed the session and mostly led the closing of the session.	The coach and client shared the review and closing of the session.	The coach naturally supported the client through open questions in reviewing and closing the session.	The coach demonstrated a complete mastery of this element in timing, language, and presence.
	Score 1 to 4	1.0	1.0		0.0					
	2 - Embodies a Coaching Mindset		2.0	10.0						
	3 - Establishes and Maintains Agreements		2.0	9.0						
	4 - Cultivates Trust and Safety		2.0	8.0						
Automated	5 - Maintains Presence		2.0	7.0						
ICF Core	6 - Listens Actively		2.0	5.0						
Competency Scoring	7 - Evokes Awareness		2.0	4.0						
	8 - Facilitates Client Growth		2.0	3.0						
				2.0						

	2 - Embodies a Coaching Mindset	0.0	10.0							
	3 - Establishes and Maintains Agreements	0.0								
	4 - Cultivates Trust and Safety	0.0	8.0 — 7.0 —							
Reviewer's	5 - Maintains Presence	0.0								
	6 - Listens Actively	0.0	5.0							
Scoring	7 - Evokes Awareness	0.0								
	8 - Facilitates Client Growth	0.0	3.0							
	Final Score	0.0		2 Embadias s	2 Fetablishes and	4 - Cultivates Trust and 5 - Maintai	an Processor & Linton & Antivolv	7 Fueline Austrana	O. Facilitates Olient	Final Score
				Coaching Mindset	Maintains Agreements	Safety Safety	is Presence 6 - Listens Actively	7 - EVORES AWAITERESS	Growth	rillal scole
	1 - Demonstrates Ethical Practice									
	2 - Embodies a Coaching Mindset									
	3 - Establishes and Maintains Agreements									
	4 - Cultivates Trust and Safety									
Competency Specific Notes	5 - Maintains Presence									
	6 - Listens Actively									
Reviewer's ICF Core Competency Scoring  1-D  2-E  3-E  4-C  Competency Specific Notes	7 - Evokes Awareness									
	8 - Facilitates Client Growth									
	Additional Thoughts									

Time	Transcript	Notes	Agr	eement	Partnering	Communicating	Acti	ion		Vov
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									s	Identify the Subject
									т	Top of Mind, Transformation
									Α	Areas to Address
									R	Measurable Result
										Partnering with the Client
										Support
										Spaciousness
										Following
									C	Communicating as a Coach
									o/c	Open and Concise
									SIT	Client's Situation
									AWA	Client's Awareness
									IDE	Client's Identity
									LAN	Client's Language
										Demonstrating Empathy
									SP	Statements with Partnership
										porting Action and Planning
									NXT	Next Steps
									P/A	Planning and Accountability
									CLO	Partnering to Close
										Subject
										Top of Mind/Transformation
										Areas to Adress
										Measurable Result

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							R	Measurable Result
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								Support
								Spaciousness
								Following
							C	Communicating as a Coach
								Open and Concise
								Client's Situation
								Client's Awareness
								Client's Identity
								Client's Language
								Demonstrating Empathy
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															EM	Demonstrating Empath
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											Α	Areas to Address
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												Support
												Spaciousness
												Following
												Communicating as a Coach
											SIT	Open and Concise Client's Situation
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												Client's Language
												Demonstrating Empathy
												Statements with Partnership
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												Planning and Accountability
												Partnering to Close
												Subject
												Top of Mind/Transformation
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												Measurable Result
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Date																		
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																		Explore the Meaning
																		Areas to Address or Resolve
																		Partnering with the Client
																		Support
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