

ICF Core Competency # 2

Embodies a Coaching

Mindset:

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



Learn and Laugh. A fun and interactive CCE training on the newest ICF Core Competency, **Embodies a Coaching Mindset**, recognized and practiced through the lens of improvisation.



Learning Objectives/Here's what participants should expect to learn:

- Level 2 - **Identify/Recognize** elements of the newest ICF core competency using 11 PCC Markers as evidence
- Level 3 - **Practice** client-centered exercises that produce and demonstrate "openness and curiosity"
- Level 5 - "**Develops and maintain** a mindset that is open, curious, flexible and client-centered" (Definition of CC #2)



We'll be on the lookout for 11 behavioral examples of Embodies a Coaching Mindset:

When we embody a Coaching Mindset we demonstrate evidence, specifically these 11 PCC Markers which we will explore together. PCC Markers 4.1, 4.3, 4.4, 5.1, 5.2, 5.3, 5.4, 6.1, 6.5, 7.1, 7.5

Be on the lookout for this **evidence** as we proceed. Spot it? Share it!











PCC Marker words associated with Embodies a Coaching Mindset

ACKNOWLEDGE	4.1
RESPECT	4.1
FEELINGS	4.3
PERCEPTIONS	4.3
CONCERNS	4.3
BELIEFS	4.3
SUGGESTIONS	4.3
PARTNER	4.4
ACCEPTANCE	4.4
ACTS IN RESPONSE	5.1, 5.2
SUPPORT	5.3
CLIENT CHOOSES	5.3
CURIOSITY	5.4
CUSTOMIZED LANGUAGE	6.1
SELF PERCEPTIONS, WORLD PERCEPTIONS	6.5
EVOKES AWARENESS of thinking, feeling, values, needs, wants, beliefs, behavior	7.1
SHARES WITHOUT ATTACHMENT	7.5



Links between Core Comp #2 Embodies Mindset and Improvisation *Improv Partner = Coaching Client*

Improv	Similarities between #2 Embodies a Coaching Mindset and Improvisation	Coaching
✓	Develops and maintains a mindset that is open, curious, flexible and client-centered	Core Comp 2
✓	Mentally and emotionally prepares for sessions	Core Comp 2.7
✓	Acknowledges and supports the client's expression of feelings, perceptions, concerns, beliefs and suggestions	Core Comp 4.5
✓	Is fully conscious and present with the client, employing a style that is open, flexible, grounded and confident	Core Comp 5
✓	Remains focused , observant, empathetic and responsible to the client	Core Comp 5.1
✓	Demonstrates curiosity during the coaching process	Core Comp 5.2
✓	Manages one's emotions to stay present with the client	Core Comp 5.3
✓	Demonstrates confidence in working with strong client emotions during the coaching process	Core Comp 5.4
✓	IS COMFORTABLE WORKING IN A SPACE OF NOT KNOWING	Core Comp 5.5
✓	Creates or allows space for silence, pause or reflection	Core Comp 5.6

	4.4 Coach partners with the client by inviting the client to respond in any way to the coach’s contributions and <u>accepts the client’s response</u> .	PCC Marker 4.4
	5.1: Coach acts <u>in response</u> to the whole person of the client (the who). 5.2: Coach acts <u>in response</u> to what the client wants to accomplish throughout this session (the what).	PCC Markers 5.1 & 5.2
	7.5 Coach shares— <u>with no attachment</u> — observations, intuitions, comments, thoughts or feelings, and invites the client’s exploration through verbal or tonal invitation.	PCC Marker 7.5
Improv	DIFFERENCES between #2 Embodies a Coaching Mindset and Improvisation	Coaching
	Improvisation is typically performance based	Client centric
	Improvisation is typically audience centric	Client centric
	Improvisation emphasizes “Speak first, think later.”	Trust & safety
	Characters/personalities are fine in improv, not usually so in coaching	Authenticity
	“Yes, and” in a business world may be absolute. (policy). “Yes, and” vs Yes, but. Yes, fosters creativity.	Context
	Asking questions not (usually) part of improv	Evokes Awareness
	In improv you are the expert	Client is expert

In Closing:

Consider how to integrate learning into your coaching practice:

- 1. What does this competency add to your toolkit? Why do you think it was (the only new competency) added?**
- 2. Looking back at all we've talked about today, what do you want to hardwire about this new competency?**
- 3. What are you inspired to do, to reflect on, to take this learning forward?**

