

AC Coaching Competency	Self-rating (1-5)	Areas Identified for Coaching Development	Actions to Meet Coaching Development Need. Priority (H/M/L) and Planned Date/Timescale for Activity
Coaching Competencies for All Coaches			
1. Meeting ethical, legal and professional guidelines
2. Establishing the coaching agreement and outcomes
3. Establishing a trust-based relationship with the client
4. Managing self and maintaining coaching presence
5. Communicating effectively
6. Raising awareness and insight
7. Designing strategies and actions

KEYS

1 = Significant development needed 2 = Some further development needed 3 = Developed – scope for further development 4 = Very developed 5 = Highly developed – may be a significant strength

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8. Maintaining forward momentum and evaluation
9. Undertaking continuous coach development
Additional Competencies for Executive Coaches			
10. Working within the organisational context
11. Comprehending leadership issues
12. Working in partnership with the organisation

KEYS

1 = Significant development needed **2** = Some further development needed **3** = Developed – scope for further development **4** = Very developed **5** = Highly developed – may be a significant strength