

*Markþjálfanám:
Skilvirk leið til vottunar*

Welcome!

Evolvia Coach Training
*Fundamental training for ACC certification,
Associated Certified Coach
International Coach Federation*

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**Professional
Coaches**



ICF Definition of Coaching

Coaching is partnering with clients in thought-provoking and creative process that inspires them to maximize their personal and professional potential. Coaching honors the client as the expert in his/her life and work and believes that every client is creative, resourceful, and whole.

Standing on this foundation, the coach's responsibility is to:

- Discover, clarify, and align with what the client wants to achieve;
- Encourage client self-discovery;
- Elicit client-generated solutions and strategies; and
- Hold the client responsible and accountable.

Ref. International Coach Federation



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ICF CORE COACHING COMPETENCIES

A. FOUNDATION

1. Demonstrates Ethical Practise
2. Embodies a Coaching Mindset

B. CO-CREATING THE RELATIONSHIP

3. Establishes and Maintains Agreements
4. Cultivates Trust and Safety
5. Maintains Presence

C. COMMUNICATION EFFECTIVLY

6. Listens Actively
7. Evokes Awareness

D. CULTIVATING LEARNING & GROWTH

8. Facilitates Clients Growth

Ref. International Coach Federation



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ICF Core Coaching Competencies

C. Communicating Effectively

7. Evokes Awareness

Definition: Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence, metaphor or analogy

1. Considers client experience when deciding what might be most useful
2. Challenges the client as a way to evoke awareness or insight
3. Asks questions about the client, such as their way of thinking, values, needs, wants and beliefs
4. Asks questions that help the client explore beyond current thinking
5. Invites the client to share more about their experience in the moment
6. Notices what is working to enhance client progress



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ICF Core Coaching Competencies

C. Communicating Effectively

7. Evokes Awareness

Definition: Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence, metaphor or analogy

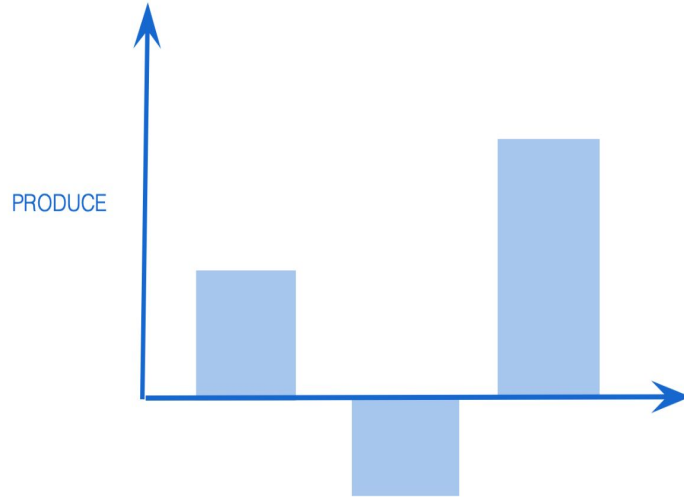
7. Adjusts the coaching approach in response to the client's needs
8. Helps the client identify factors that influence current and future patterns of behavior, thinking or emotion
9. Invites the client to generate ideas about how they can move forward and what they are willing or able to do
10. Supports the client in reframing perspectives
11. Shares observations, insights and feelings, without attachment, that have the potential to create new learning for the client



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Positive Feedback - Enhances Productivity



$$+ \div - \quad - \div + \quad + \div (+) \rightarrow +$$



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CHANGE OF WORDS
FEELINGS
COMPLEMENT
POSTURE
THOUGHT JUST CAME
SPIRIT

SILENCE
ENTHUSIASM
INTONATION
FEEDBACK
WORDS
MOVEMENTS
ENERGY
CHANGE
SOMETHING HAPPENING INSIDE

RELIGIOUS
WELL DONE WORK
BODY LANGUAGE
DEVELOPMENT
VOICE
BEHAVIOR
SMILE
CHANGE OF ATTITUDE
FAITH

SHIFT



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ICF Core Coaching Competencies

D. Cultivating Learning and Growth

8. Facilitates Client Growth

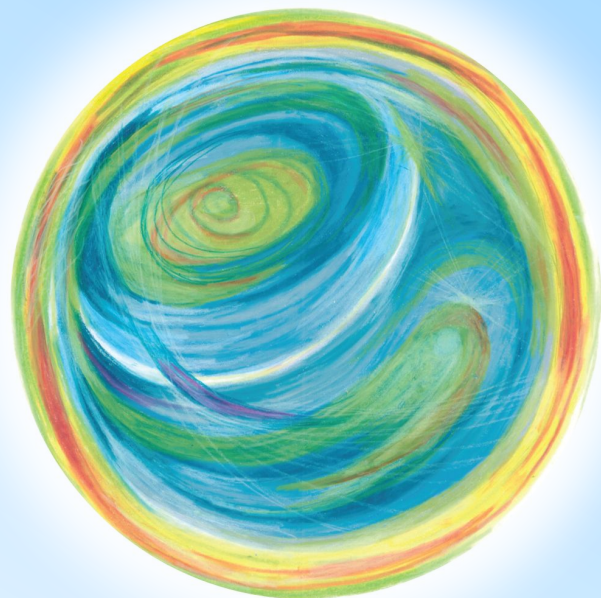
Definition: Partners with the client to transform learning and insight into action. Promotes client autonomy in the coaching process.

1. Works with the client to integrate new awareness, insight or learning into their worldview and behaviors
2. Partners with the client to design goals, actions and accountability measures that integrate and expand new learning
3. Acknowledges and supports client autonomy in the design of goals, actions and methods of accountability
4. Supports the client in identifying potential results or learning from identified action steps
5. Invites the client to consider how to move forward, including resources, support and potential barriers
6. Partners with the client to summarize learning and insight within or between sessions
7. Celebrates the client's progress and successes
8. Partners with the client to close the session



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Thank you for your active participation!

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