| 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
 |  |  |  |
| 1. Establishing the coaching agreement and outcomes
 |  |  |  |
| 1. Establishing a trust-based relationship with the client
 |  |  |  |
| 1. Managing self and maintaining coaching presence
 |  |  |  |
| 1. Communicating effectively
 |  |  |  |
| 1. Raising awareness and insight
 |  |  |  |
| 1. Designing strategies and actions
 |  |  |  |
| 1. Maintaining forward momentum and evaluation
 |  |  |  |
| 1. Undertaking continuous coach development
 |  |  |  |
| Additional Competencies for Executive Coaches |
| 1. Working within the organisational context
 |  |  |  |
| 1. Comprehending leadership issues
 |  |  |  |
| 1. Working in partnership with the organisation
 |  |  |  |

Key:

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