| 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