



ICI Standards & Curriculum for: “Associate Coach, ICI”

The qualification "Associate Coach, ICI" consists of at least 162 hours/22 days coaching training + at least 12 hours supervised coaching + case reflections of 3 coaching as Coach and 3 coaching as Coachee + competency assessment by a mentor coach.

Duration & procedure of the 162 hours/22 days part: "Associate Coach, ICI" training

- a minimum of 150 hours training in at least 20 days in an institution of higher learning (university) on the specific discipline of coaching
- a minimum of 12 hours supervised coaching and competency assessment by a mentor coach with the “Coach, ICI” qualification, covering at least 3 coaching sessions provided for colleagues and 3 coaching sessions provided by colleagues
 - The focus of the first coaching session is clarification and agreement, the focus of the second session is process, intervention procedures, and practice transfer, and the focus of the third session is completion, impulses for self-management and evaluation.
- plus written self reflection project, showing the level of reflection and the use of the core competences
- Strongly recommended are
 - 3 coaching sessions provided by an external professional coach
 - 3 coaching sessions for a client who is from the field in which the coach has practical experience. The focus of the first coaching session is clarification and agreement. The focus of the second session is process, intervention procedures and practice transfer. The focus of the third session is completion, impulses for self-management and evaluation.
 - minimum age at the time of certification: 25 years

Training content of: "Associate Coach, ICI"

The following content for the 150 hours/20 days "Associate Coach, ICI"

- client acquisition
- positioning of coach
- rapport
- first session (clarification of outcome, agreements and psychological contract)
- coach responsibility and legal matters
- reflection over the relationship between coach and coachee
- collection of information and clarification of outcome
- handling of goals
- ecology
- transfer in practice
- feedback and correction

- structuring of single sessions and of the overall process
- language as an instrument
- conversational framework and questioning techniques
- focus on client's resourcefulness and ownership
- design and co-creating relevant action plan for clients
- evaluation and success controlling
- preparation of self-coaching and closure

- **Self-reflection of the coach**
 - coaching attitude
 - coach state management
 - coach profile
 - field competence
 - limits of coaching
 - recognition and creating of the form of relationship
 - differences between coaching and counseling and therapy

- **Supervision, self-reflection, and personality development**
 - writing of case documentations
 - capability for self-reflection
 - supervision (by mentor coach and colleagues)
 - goal oriented expansion of one's own model of the world
 - capability for creating personal balance and stress management
 - personal congruence and authenticity
 - development, learning, and application of new strategies
 - transfer of experience to new assignments and contexts

Optional recommended training content

- **Coaching interventions e.g. based on: humanistic psychology, cognitive psychology, process-oriented psychology, depth psychology, NLP**
 - flexibility in interventions
 - communication of psychological knowledge (active mechanisms in coaching sessions, inner attitude of the coach, explanations and metaphors, feelings, resources and goals, self-concept)
 - social psychology
 - conflict coaching
 - ambiguity tolerance
 - systemic thinking and assessment
 - hidden agendas and systemic entanglements
 - emotional resonance phenomena
 - motivation techniques
 - analysis of strengths, weaknesses, and potential

Core competencies trained in: "Associate Coach, ICI"

- To use and self-reflect on the coaching competencies: Questioning, listening, championing, sharing observations and hypothesis, challenging, tasking, creating rapport, managing own mental state, summary, resourcing.
- To use and reflect on systemic perspectives from individuals.
- To reflect on the difference of executing a coaching and being a coach.
- To be able to structure single sessions and overall processes.

Regarding the Certificate

The ICI certificate for: "Associate Coach, ICI" must include the following:

1. the correct title of the qualification: "Associate Coach, ICI"
2. the duration of the course with precise information regarding training days and hours (at least 150 hours training in 20 days + at least 12 hours supervised coaching)
3. the date of the first and last day of the course
4. the ICI seal (sticker with ICI logo and seal number)
5. a statement that all ICI guidelines have been met
6. the signature of the "Coach Master Trainer, ICI"

Training content for the qualification: We highly recommend to list the complete trained main content and the complete 162 hours in 20 days of training that is needed for the qualification "Associate Coach, ICI" on the backside of the certificate or on a separate signed document.

The following statement is optional for an ICI sealed certificate:

"Because of the high quality of this training it may be recognized as ECTS credit points in academic studies in psychology with a focus on Coaching."

For more details please see: <https://www.coaching-institutes.net/pdf/en/guidelines.pdf>