

# ICHWC

## International Consortium for Health & Wellness Coaching

### Personal Traits

The Mentor Coach:

1. Is trustworthy and has the ability to connect with the mentee in terms of fit, chemistry and compatibility.
2. Is someone who encourages the mentee to reach beyond what the mentee initially feels is possible, assisting in broadening their creative process.
3. Demonstrates equal partnership by being open, vulnerable and willing to take appropriate risks, for example, in providing feedback that may make one or both individuals uncomfortable.
4. Understands and is able to model the value of partnership and, as an example, allows/encourages the mentee to lead in designing areas to be worked on between sessions that will lead to more powerful, leveraged coaching.
5. Has the ability to be supportive and authentic in celebrating who the mentee is, her/his achievements and growth throughout the process.
6. Is secure in their own work and is able to demonstrate appreciation and respect for the unique style of each mentee.
7. Encourages the development of the mentee's own coaching style
8. Is willing to hold both self and mentee accountable for performance and to periodically encourage mutual assessment of the effectiveness of the relationship

### Competencies

The Mentor Coach:

- Listens beyond content to discern application of the skills related to the core competencies (i.e. skill versus direction, skill versus style or skill versus outcome for the client.)
- Listens on all levels: physical, intellectual, emotional and intuitive
- Listens equally for strengths and areas for growth
- Is aware of and allows for differences in style, culture, and language.
- Listens both for the presence of individual competencies and for the overall totality of skill level.
- Has the ability to distinguish which critical underlying competency (s) may be giving rise to ineffective or limited coaching impact.

- Can discern and articulate the gap between levels of skill demonstrated and next skill level to attain.
- Discerns and articulates areas of growth, competency use, and skill level using competency based language and specific behavioral examples from the coaching.
- Creates a safe and trusting space for the delivery of feedback, using a respectful, clear, judgment free tone.
- Articulates with specific detail and examples, what is being observed and the specific development needed to move to the next skill level, delivered with sensitivity to the impact of the feedback.
- Offers feedback that is relevant to each specific coaching core competency, recognizing strengths as well as potential growth areas.
- Demonstrates the ability to self-manage relative to any coaching model preferences and stay focused on the skill assessment related to the core coaching competencies.

These duties and competencies are copied from work completed by a partnership between the Association of Coach Training Organizations (ACTO) and the International Coach Federation (ICF).

[http://coachfederation.org/credential/landing.cfm?ItemNumber=2210&\\_ga=1.129851788.1028416146.1461714598](http://coachfederation.org/credential/landing.cfm?ItemNumber=2210&_ga=1.129851788.1028416146.1461714598)