TABLE 2: COACH ASSESSMENT CRITERIA

COMPARISON CHART (UK ONLY)

*This table and the accompanying Table 1, the Coach Accreditation Comparison Chart, are a result of collaboration in the UK between the Association for Coaching (AC), Association for Professional Executive Coaching and Supervision (APECS), European Mentoring and Coaching Council (EMCC) and UK International Coach Federation (UK ICF) through the* ***Coaching at Work-led Accreditation Forum*** *(with additional work on this table by Mila Aliana).*

*Other members of the Forum include a number of coaching buyers/sponsors, the British Psychological Society (BPS) Special Group in Coaching Psychology, and British Association for Counselling and Psychotherapy (BACP), which intends to supply information for these tables once it is in a position to do so. Information within these tables was correct at the time of publishing: March 2014. These tables are works-in-progress, intended to help determine further work to determine comparability and alignment for the coaching bodies, and will be subject to review from time to time.*

*The intention in sharing these is to help coaching buyers, sponsors and individual coaches make sense of the different accreditation schemes available.*

*Note 1: The chart below shows the elements used in individual accreditation/credentialing by the contributing professional coaching bodies in the UK. These bodies use between 1 and 4 titles for accreditation/credentialing, so for easy reference the chart is divided into 4 levels of accreditation/credentialing.* ***THIS DOES NOT MEAN THAT THE ACCREDITATIONS/CREDENTIALS IN THE SAME LEVEL ARE COMPARABLE/EQUIVALENT.***

*Note 2: The titles given to these levels differ between the professional coaching bodies. For the purposes of this chart only, the 4 levels are referred to as: 1. Foundation Coach; 2. Practitioner/Practised Coach; 3. Senior Practitioner Coach; 4. Master Coach.*

*Note 3: Other assessment elements for each level may apply in all cases and have been omitted for the benefit of clarity and brevity here. Please see each professional coaching body’s website for the further details.*

**Coach Accreditation**

**/ICF Credentialing Assessment Criteria**

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| --- | --- | --- | --- | --- | --- |
| (Basic common elements of assessment only ie not full requirements. Please see Table 1 for key differentiators between accreditation/credentialing requirements.)  **Level 1 (Foundation Coach)** | | | | | |
| **Coaching Body** | **Assessment requirement** | | | | |
| **Written assessment** | **Observed assessment of coaching practise** | **Oral interview on case study/portfolio evidence** | **Reflective log/statement** | **Client/supervisor/mentor coach reference/log** |
| **APECS** | No Level 1 accreditation | | | | |
| **ICF** | No Level 1 accreditation | | | | |
| **EMCC** | Yes – evidence of achievement against competency framework | Yes if qualified through an European Quality Assurance (EQA) qualification | Yes | Yes | 5 client feedback items |
| **AC** | Yes (500 words) plus personal coaching model (500 words) | N/A | N/A | Yes  coach’s self reflection of practice and Continuing Professional Development (CPD) plan | 1 client reference |
| **Level 2 (Practitioner/Practised Coach )** | | | | | |
| **Coaching Body** | **Assessment requirement** | | | | |
| **Written assessment** | **Observed assessment of coaching practise** | **Oral interview on case study/portfolio evidence** | **Reflective log/statement** | **Client/supervisor/mentor coach reference/log** |
| **APECS** | No Level 2 accreditation | | | | |
| **ICF** | N/A | 1 recorded coaching session & transcript/or fulfilled by Accredited Coach Training Provider | N/A | N/A | 10 logged hours of work with mentor coach |
| **EMCC** | Yes – evidence of achievement against competency framework | Yes if qualified through an EQA qualification | N/A | Yes | 5 client feedbacks in12 months |
| **AC** | Yes (1000 words) plus Personal coaching model (1000 words) | 1 recorded coaching session & transcript | N/A | Yes  coach’s self reflection of practice and CPD plan | 2 client references |
| **Level 3 (Senior Practitioner Coach)** | | | | | |
| **Coaching Body** | **Assessment requirement** | | | | |
| **Written assessment** | **Observed assessment of coaching practise** | **Oral interview on case study/portfolio evidence** | **Reflective log/statement** | **Client/supervisor/mentor coach reference/log** |
| **APECS** | N/A | N/A | Yes – including executive business experience, coach experience, model of working, and contribution to coaching profession. | Yes | 2 referees plus supervisor |
| **ICF** | Yes –multiple choice questions on ethics and core coaching competencies | 2 recorded coaching sessions & transcript/or fulfilled by Accredited Coach Training Provider | N/A | N/A | 10 logged hours of work with mentor coach |
| **EMCC** | Yes – evidence of achievement against competency framework and coaching methodology | Yes if qualified through an EQA qualification | Yes | Yes | 5 client feedbacks in12 months |
| **AC** | Yes (1500 words) plus Personal coaching model (1500 words) | 1 recorded coaching session & transcript | N/A | Yes  coach’s self reflection of practice and CPD plan | 3 client references |
| **Level 4 (Master Coach )** | | | | | |
| **Coaching Body** | **Assessment requirement** | | | | |
| **Written assessment** | **Observed assessment of coaching practise** | **Oral interview on case study/portfolio evidence** | **Reflective log/statement** | **Client/supervisor/mentor coach reference/log** |
| **APECS** | N/A | N/A | Yes – including executive business experience, coach experience, model of working, and contribution to coaching profession. | Yes | 2 referees plus supervisor |
| **ICF** | Yes (if not completed at Level 3) | 2 recorded coaching sessions & transcript | N/A | N/A | 10 logged hours of work with mentor coach |
| **EMCC** | Yes – evidence of achievement against competency framework and coaching methodology | Yes if qualified through an EQA qualification | Yes with evidence of contribution to the coaching profession | Yes | 5 client feedbacks in12months |
| **AC** | Yes (2000 words) plus Personal coaching model (2000 words) | recorded coaching session & transcript | N/A | Yes  Coach’s self reflection of practice and CPD plan | 4 client references |