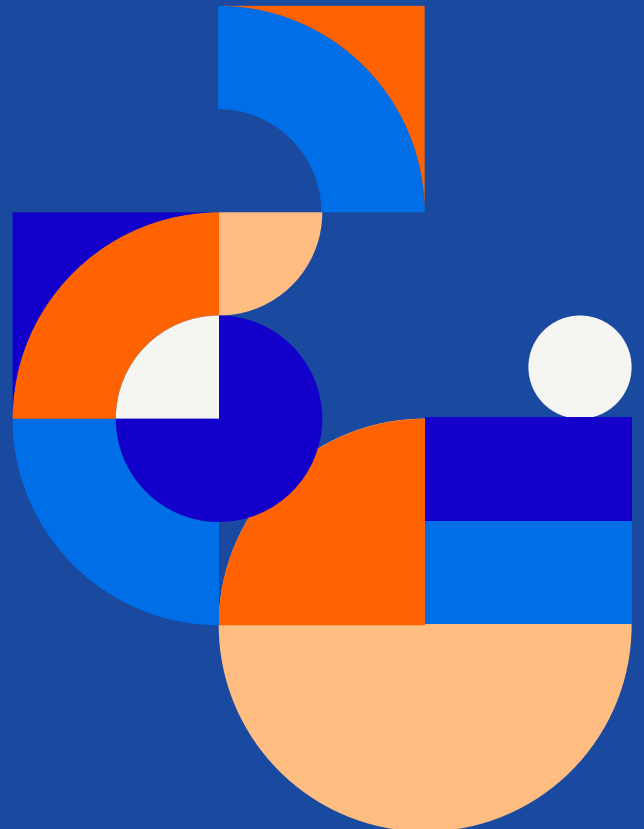


# IS COACHING RIGHT FOR ME?



**This practical toolkit** will provide you with the key points to consider to determine if a coaching journey is the best way to achieve your goals.



# IS COACHING RIGHT FOR ME?

## IN THIS KIT, YOU WILL FIND:

- Clear and concise information about coaching
- Its transformative potential
- How to choose the right coach for you
- Areas you can improve with a coach
- How to embark on this enriching journey

## ● A Quick Guide to Coaching

### WHAT IS THE REAL DEFINITION OF COACHING?

**Coaching** is an action-oriented partnership aimed at achieving a person's **vision, goals, and desires**. It encourages **self-questioning**, leading individuals towards a better understanding of themselves and strengthening their level of awareness and accountability. Through a robust support framework, ongoing guidance, and valuable feedback, the coaching process enables individuals to identify and **achieve their professional and personal goals** more quickly and effectively than they could alone.

### ICF: EXCELLENCE IN PROFESSIONAL COACHING ON A GLOBAL SCALE

#### THE IMPACT OF COACHING ON PRODUCTIVITY



**70%** Improved work performance



**61%** Improved business management



**57%** Improved time management



**51%** Improved team efficiency

2009 ICF Global Coaching Client Study

**ICF (International Coach Federation)** is a global organization dedicated to the advancement of coaching. Operating in over 140 countries, ICF promotes excellence in coaching by establishing **high professional standards**, offering training and certification programs, and fostering a community of passionate coaches.

As a leading international organization, ICF is committed to supporting **personal and professional development** through coaching. It provides a platform for continuous learning, collaboration, and innovation, helping individuals, teams, and organizations reach their full potential.

## ► ICF Core Values



**PROFESSIONALISM**

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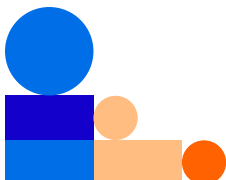
**COLLABORATION**

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**HUMANITY**

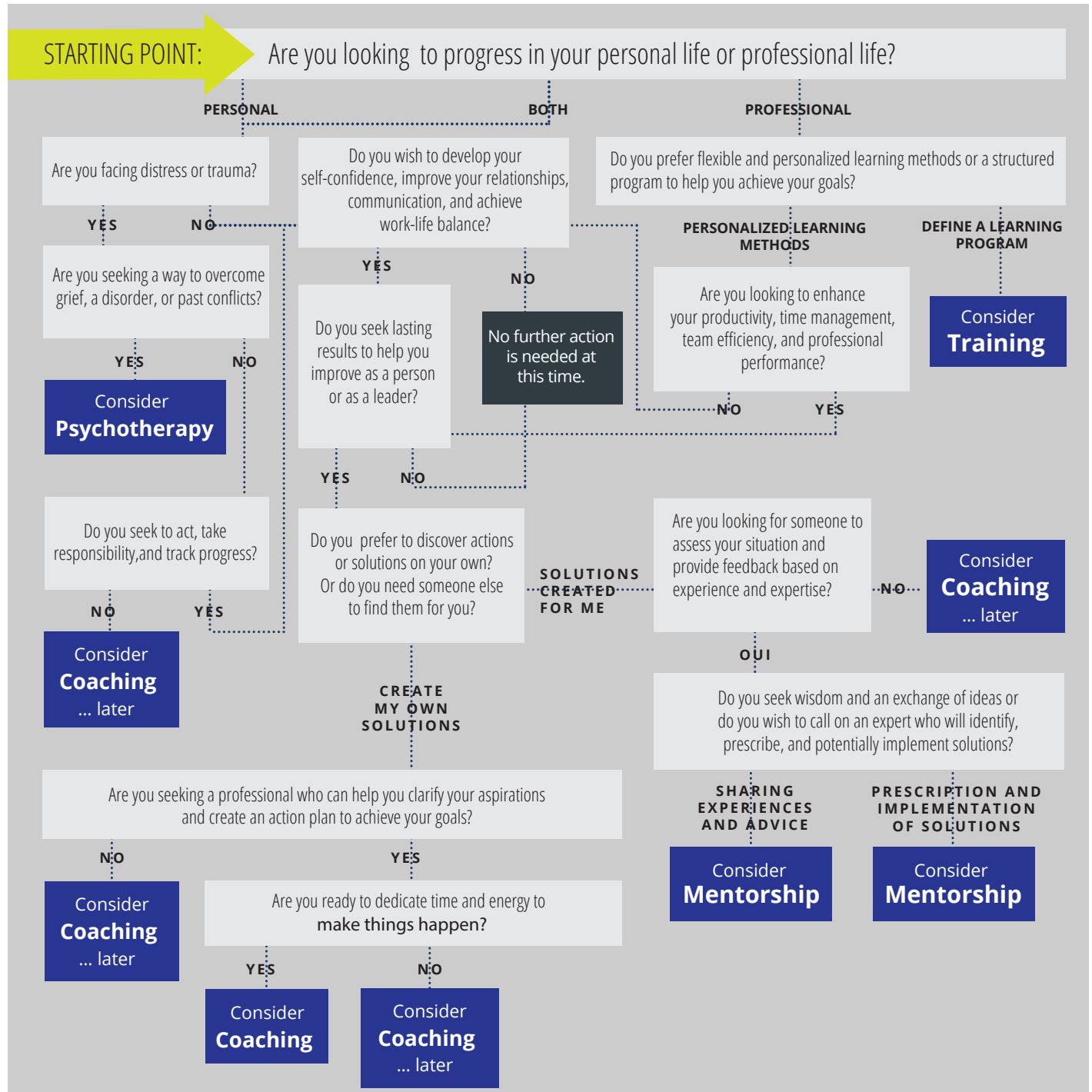
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**EQUITY**

## DECISION TREE

This tool will guide you through your decision-making process, helping you determine the resource that best meets your needs, whether it's training, psychotherapy, mentoring, or coaching.



Source: ICF France.

## ►● How to Find the Right Coach?

Choosing your coach is a crucial step in your **personal or professional development journey**. Typically, the process begins with exploratory conversations. It's highly recommended that you speak with two or three coaches to find the one that suits you best.

### HERE ARE SOME ESSENTIAL QUESTIONS TO ASK DURING THESE CONVERSATIONS:

- **Background and certifications:** Ask the coach to talk about their background, certifications, and training.
- **Relevant experience:** Explore the coach's past experiences in a context similar to your goals.
- **Coaching approach:** Have them describe their coaching approach, as it can vary from one coach to another
- **Duration and frequency:** Inquire about the typical length of a coaching engagement, session frequency, and duration.
- **Cost:** Discuss the cost to ensure it fits within your budget.

## ►● What Can Be Addressed Through Coaching?

Now that you know **how to choose a coach** that best suits you, let's explore some areas in which coaching can have a significant impact on your life.

**Coaching is a powerful partnership that allows you to address a variety of personal and professional goals.** Whether you're looking to advance in your career, improve your interpersonal relationships, achieve work-life balance, or explore your potential, coaching can provide you with tools and resources to succeed.

In this section, we will delve deeper into the areas you can explore with coaching, helping you understand **how this approach can support you in achieving your aspirations.**

Coaching offers a dynamic framework to work on yourself, identify your goals, and achieve meaningful results.

*Engaging in a coaching session is granting yourself a space for reflection where no limits are imposed. It's a safe environment where you can confidently share your vulnerabilities.*

### ► Prepare for a New Role Within an Organization

Coaching can help you develop the skills and confidence needed to succeed during the transition to a new position within your organization.

### ► Facilitate Integration into a New Organization or Role

A smooth transition to a new role or organization is essential for your professional success, and coaching can play a key role in this process by guiding and supporting you every step of the way.

### ► Develop More Effective Leadership

If your goal is to develop more effective leadership and maximize your influence within your team or organization, coaching can help you acquire the skills and strategies needed to achieve this.

► **Cultivate Transformational Leadership Skills**

Coaching provides a space to develop and refine your transformational leadership skills, allowing you to inspire, motivate, and guide your team towards exceptional results.

► **Address Significant Challenges**

Whether it's tackling a major challenge, achieving ambitious goals, or seizing a crucial opportunity, coaching can provide the necessary support to successfully navigate these pivotal moments in your journey.

► **Take a Step Back for Strategic Reflection and Action**

Coaching can help you step back, think strategically, and develop specific action plans to reach your goals, enabling you to make informed and effective decisions.

► **Develop Specific Skills**

For those looking to strengthen skills in areas such as communication, public speaking, delegation, team management, or performance, a coach can assist in developing these essential skills for professional success.

► **Deal with a Gap in Skills, Self-Confidence, or Creative Resources**

For those facing skills gaps, self-confidence issues, or creative resource limitations, personalized solutions are available to help overcome these challenges and succeed.

► **Build an Impactful Managerial (or Executive) Presence**

Developing a managerial mindset with strong executive presence can be essential for making a significant impact in your role, and resources are available to help you develop this key skill.

► **Overcome a Feeling of Disequilibrium**

When you experience a sense of dissonance and a strong desire to change a situation or outcome, it may be essential to reject the status quo and engage in trial and error while benefiting from personalized support and guidance.

► **Redirect your Career or Reflect on your Current Career**

For those needing to steer their career in a new direction or reflect on their current situation, coaching can be a valuable ally to guide them through the decision-making and planning process.

► **Understand and Navigate a Complex, Transforming Organizational Environment**

For those seeking to better understand and navigate a complex and constantly evolving organizational environment, a coach can be an essential partner to guide them through this journey.





► **Reflect on Current Life and Explore New Avenues of Personal Growth**

Whether you feel the desire to step back and reflect on your current life, or a need to explore new possibilities for personal growth, there are resources available to accompany you on this journey of discovery.

► **Provide Significant Effort in a Short Timeframe**

When you need to exert significant effort within a limited timeframe, it can be advantageous to receive support and guidance to achieve your goals within the given deadlines.

► **Redirect Career or Personal Life Following a Significant Event**

If you need to redirect your career or personal life following a significant event, a coach can provide the necessary support to explore new directions and make informed decisions.

► **Develop a More Effective Relational Style to Contribute to Goal Achievement**

The need to refine your relational style to better contribute to achieving your goals can be addressed with the help of a coach who will guide you through this process.

► **Deal with Extreme Behaviors or a Strong Desire for Success That Creates Negative Impacts on Others**

When facing extreme behaviors or an overwhelming desire for success to the detriment of others, coaching support can help you find a more moderate approach.

► **Improve Work-Life Balance**

When you find yourself facing an imbalance between your professional and personal life resulting in undesirable consequences, solutions can be explored with a coach to restore harmony.

► **Identify Key Strengths and Discover How to Leverage Them for Success**

Coaching can be a valuable resource when you need to identify your key strengths and learn how to leverage them for greater success.



## ►● ICF Certification: A Standard of Quality and Professionalism

**Certification** in coaching is of crucial importance for professionals in the field. It is a foundational element that distinguishes **certified professional coaches** from those who are not. Among the various certifications available, **ICF certification** holds a prominent position due to its **rigorous process and high standards** of professionalism.

## ►● Rigorous Training and Examination

The **ICF certification** process requires rigorous training and a demonstration of advanced coaching skills. Candidates must complete ICF-approved training programs that thoroughly cover essential coaching competencies. Upon completion of training, candidates undergo a demanding examination that assesses their understanding and ability to apply these skills in real-world contexts.

## ►● Adherence to Code of Ethics

A key aspect of ICF certification is **strict adherence to a professional code of ethics**. ICF-certified coaches commit to upholding high ethical standards in their practice, ensuring a safe and ethical coaching environment for clients. The ICF Code of Ethics emphasizes confidentiality, integrity, respect, and professional responsibility.

## ►● Certification Process and Selection Committee

The ICF certification process is overseen by an independent selection committee tasked with evaluating applications and ensuring certification standards are met. This enhances the credibility of ICF certification by ensuring objective and fair evaluation of each candidate.

ICF certification provides assurance of quality to clients seeking professional coaching. It reflects a coach's commitment to excellence, ongoing training, and adherence to the strictest ethical standards. ICF-certified coaches are not only well-prepared professionally but also embody the fundamental values of coaching: integrity, accountability, and empathy.

**By choosing an ICF-certified coach, clients can have confidence in the quality and value of the service they will receive.**

