



**TEAM COACHING CIRCLE**

# **Team Coaching Competencies Mapping**

**WORKBOOK**



TEAM COACHING CIRCLE

# ICF Team Coaching Competencies (1)

Source: [ICF Team Coaching Competencies](#)

## Competency 1

### Demonstrates Ethical Practice

- 1.1. Coaches the client team as a single entity
- 1.2. Maintains the distinction between team coaching, team building, team training, team consulting, team mentoring, team facilitation, and other team development modalities
- 1.3. Demonstrates the knowledge and skill needed to practice the specific blend of team development modalities that are being offered
- 1.4. Adopts more directive team development modalities only when needed to help the team achieve their goals
- 1.5. Maintains trust, transparency, and clarity when fulfilling multiple roles related to team coaching

## Competency 2

### Embodies a Coaching Mindset

- 2.1. Engages in coaching supervision for support, development, and accountability when needed
- 2.2. Remains objective and aware of team dynamics and patterns

## Competency 3

### Establishes and Maintains Agreements

- 3.1. Explains what team coaching is and is not, including how it differs from other team development modalities
- 3.2. Partners with all relevant parties, including the team leader, team members, stakeholders, and any co-coaches to collaboratively create clear agreements about the coaching relationship, processes, plans, development modalities, and goals
- 3.3. Partners with the team leader to determine how ownership of the coaching process will be shared among the coach, leader, and team

## Competency 4

### Cultivates Trust and Safety

- 4.1. Creates and maintains a safe space for open and honest team member interaction
- 4.2. Promotes the team viewing itself as a single entity with a common identity
- 4.3. Fosters expression of individual team members' and the collective team's feelings, perceptions, concerns, beliefs, hopes, and suggestions
- 4.4. Encourages participation and contribution by all team members
- 4.5. Partners with the team to develop, maintain, and reflect on team rules and norms
- 4.6. Promotes effective communication within the team
- 4.7. Partners with the team to identify and resolve internal conflict

# ICF Team Coaching Competencies (2)

Source: [ICF Team Coaching Competencies](#)

## Competency 5

### Maintains Presence

- 5.1. Uses one's full range of sensory and perceptual abilities to focus on what is important to the coaching process
- 5.2. Uses a co-coach when agreed to by the team and sponsors and when doing so will allow the team coach to be more present in the team coaching session
- 5.3. Encourages team members to pause and reflect how they are interacting in team coaching sessions
- 5.4. Moves in and out of the team dialogue as appropriate

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## Competency 6

### Listens Actively

- 6.1. Notices how the perspectives shared by each team member relate to other team members' views and the team dialogue
- 6.2. Notices how each team member impacts the collective team energy, engagement, and focus
- 6.3. Notices verbal and non-verbal communication patterns among team members to identify potential alliances, conflicts, and growth opportunities
- 6.4. Models confident, effective communication and collaboration when working with a co-coach or other experts
- 6.5. Encourages the team to own the dialogue

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## Competency 7

### Evokes Awareness

- 7.1. Challenges the team's assumptions, behaviours, and meaning-making processes to enhance their collective awareness or insight
- 7.2. Uses questions and other techniques to foster team development and facilitate the team's ownership of their collective dialogue

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## Competency 8

### Facilitates Client Growth

- 8.1. Encourages dialogue and reflection to help the team identify their goals and the steps to achieve those goals

# My Team Coaching Competencies Scorecard

COMPETENCY	OPPORTUNITY FOR GROWTH	MODERATELY SKILLED	AREA OF STRENGTH
1.DEMONSTRATES ETHICAL PRACTICE			
2.EMBODIES A COACHING MINDSET			
3.ESTABLISHES AND MAINTAINS AGREEMENTS			
4.CULTIVATES TRUST AND SAFETY			
5.MAINTAINS PRESENCE			
6. LISTENS ACTIVELY			
7. EVOKES AWARENESS			
8. FACILITATES CLIENT GROWTH			

## Areas of Strength

What are my areas of strength?  
Which competencies am I already good at, and which should I lean into in my practice?

## Areas of Growth

What are my areas of growth?  
Which competencies would I like to explore and strengthen?