

## The 9 Coaching Competencies

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Now that coaching is catching on, it's time to define not only what coaching accomplishes, but the skills that are necessary for excellent coaching. Just calling yourself a coach does not mean that you are doing excellent coaching.

So how do you determine whether coaches are being effective in their work? We've done a high level research project under the direction of Dr. Charles Ridley.

What did we discover? We discovered the process good coaching accomplishes: the 5 Rs—relate, reflect, refocus, resource, and review. But underneath that process, we also discovered a series of nine competencies that good coaches practice. The results of that research are outlined below—essentially, an answer to the question, “What makes good coaching good?”



### Research results: The 9 competencies

In order to achieve the desired outcomes (the 5Rs), nine basic competencies are required. These competencies can be clustered under the categories of foundational, relational, and strategic.

#### Foundational Competencies:

1. **Abiding in Christ:** Effective coaching begins with a strong spiritual foundation. As you abide in Christ, you will seek the guidance of the Holy Spirit at each stage of the coaching process, recognizing your dependence on Him as you focus on discerning the needs of those you are coaching.
2. **Self-assessing:** Knowing yourself well and continually pursuing self development and increased competency is the first step toward becoming a skilled coach and a godly person.
3. **Communicating:** Facilitating the process of discovering God's agenda and how to best cooperate with Him is best done through effective listening, questioning, and giving feedback.

#### Relational Competencies:

4. **Establishing:** Negotiating to obtain a mutual agreement to enter into a coaching relationship and strengthening the relational bond with the leader or team being coached beginning with the initial session.
5. **Supporting:** Maintaining the health and development of the coaching relationship by including the following basic principles of coaching: encouragement, challenges, accountability, provision for needs, and focus in a clear direction.

6. Concluding: Re-contracting or bringing closure to the coaching relationship and process.

### **Strategic Competencies:**

7. Diagnosing: Assessing problems or situations by effectively pinpointing needs, gathering data, analyzing data, and evaluating action plans.
8. Planning: Helping those you are coaching set priority goals and design action plans to achieve those goals.
9. Monitoring: Evaluating and celebrating progress toward the accomplishment of the goals and making appropriate adjustments.

### **Assessing your competencies**

Using a coaching assessment tool, you can measure your coaching quality. CoachNet's online assessment allows for up to a 360 degree review—evaluation by yourself, your peers, your clients, and your coach—and produces a reliable report that measures these nine coaching competencies.

By taking an assessment, you can pinpoint your areas for improvement and affirm your areas of strength. Surprisingly, the more proficient you are as a coach, the harder it becomes to pinpoint where you need to improve, so assessments are just as valuable for experienced coaches as they are for new coaches. The results can help you create a plan for improvement based on objective results.