

Certificate in Psychosynthesis Leadership Coaching

Competencies Framework

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This is our coaching competencies framework. We make three key distinctions, between (i) core human skills, which are transferable from other professional roles and personal development in general, (ii) process competencies, which relate to different stages of the coaching cycle or process and (iii) meta-skills, which potentially set the psychologically aware coach apart.

Categories	<i>Self-rating (1-5)</i>	<i>Developmental needs summary</i>
Core 'human' coaching competencies		
✓ Active listening		
✓ Powerful questioning		
✓ Dynamic communication		
✓ Building the coaching alliance		
✓ Impact and influence		
✓ Right relationships		
Core 'process' coaching competencies		
✓ Engagement and contracting		
✓ Creating awareness		
✓ Agenda forming and goal setting		
✓ Designing interventions and actions		
✓ Coaching cycle delivery		
✓ Managing and reviewing progress		
Coaching meta-competencies		
✓ Self-reflection		
✓ Systemic thinking and holding multiple perspectives		
✓ Psychological mindedness and developmental awareness		
✓ Presence and being authentic		
✓ Using self as an instrument of change		
✓ Mastery of the psychological functions and will		