



Everything you wanted to know about changes in ICF Credentialing...

Barnóczki, Annamária MCC

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ICF Bulgaria Chartered Chapter

Who I am



- 2020 - **SME** for ICF global projects
- 2022 **ICF Advanced Certification in Team Coaching**
- 2022 **Coaching Supervisor**, International Centre for Coaching Supervision, UK
- 2017 - **ICF Credentialing assessor in 3 languages**
(Hun, Bg, Eng)
- 2017 **MCC** – Master Certified Coach
- 2016-2018 **Credentialing Director - ICF Hungarian Chapter**
- 2020-2022
- 2015 - **ICF registered mentor coach**
- 2011-2013 **M. A. in Psychology, spec. in Work and Organisational Psychology**, St. Kliment Ohridski University, Sofia, Bulgaria

Agenda for today

1. PCC Markers
2. ACC/MCC BARS
3. New credentialing Exam
4. Novelities in Team coaching
5. Other changes:
 - new accreditation levels
 - accreditation portal

New PCC Markers assessment soon to go live

- PCC Markers Revised September 2020
- markers are behaviors representing demonstration of core Competencies
- indicators that an assessor is trained to listen
- evidence in recorded session
- fair, consistent, valid, reliable, repeatable and defensible
- may also support coaches, coach trainers and mentor coaches in identifying areas for growth and skill development
- should be used in the context of core competency development
- markers should not be used as a checklist

New Competency

2. Embodies a Coaching Mindset

Definition: Develops and maintains a mindset that is open, curious, flexible and client-centered

Embodying a coaching mindset — a mindset that is open, curious, flexible and client-centered — is a process that requires ongoing learning and development, establishing a reflective practice, and preparing for sessions.

These elements take place over the course of a coach's professional journey and cannot be fully captured in a single moment in time. However, certain elements of this Competency may be demonstrated within a coaching conversation.

These particular behaviors are articulated and assessed through the following PCC Markers: 4.1, 4.3, 4.4, 5.1, 5.2, 5.3, 6.1, 6.5, 7.1, and 7.5.

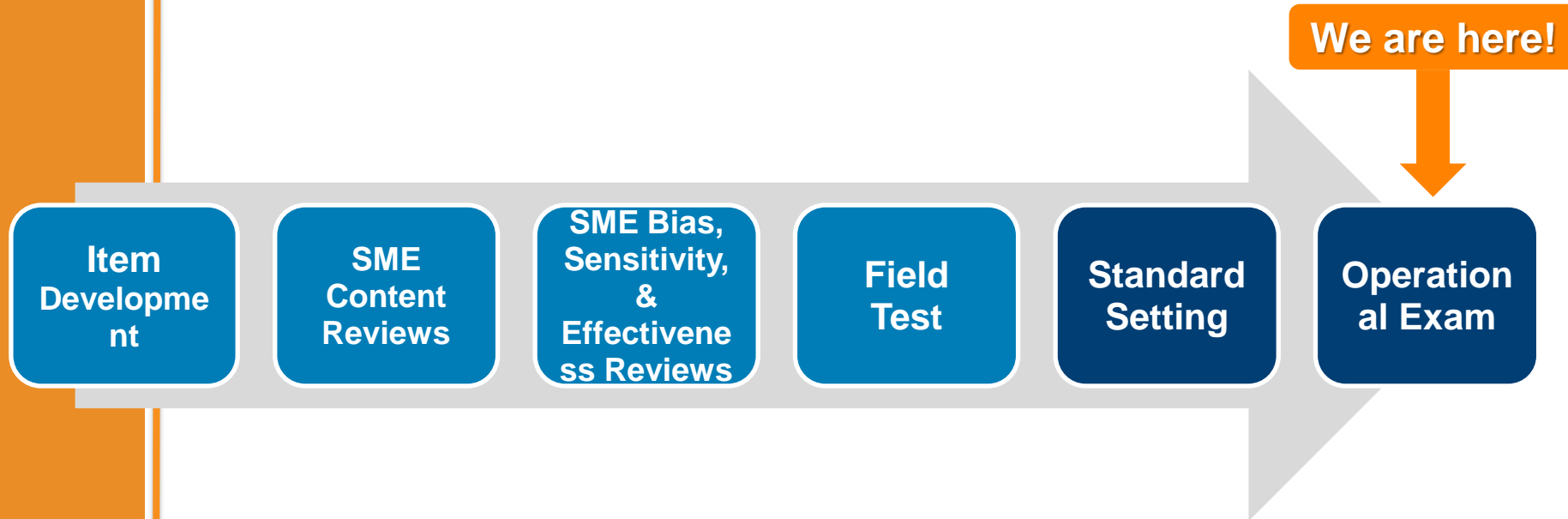
ACC/MCC BARS coming soon

- Behaviorally Anchored Rating Scales (BARS)
- similar to PCC Markers, on the other 2 levels
- minimum skills requirements published in the summer 2022
- further details to come soon

ICF Credentialing Exam Development

- **Purpose:** To develop a new assessment for ICF Credentialing
- based on the updated ICF Core Competencies (2019)
- in alignment with global standards
- Subject Matter Experts involved in each stage of development

ICF Credentialing Exam Development



ICF Credentialing Exam Development

Format is a Situational Judgement Test (SJT)

- Candidates are presented with a realistic scenario describing a coaching situation, followed by four response options. They then identify:
 - ✓ The Best Action
 - ✓ The Worst Action

2 Sides of the 5 Coins

BEST

1. Client Centered
2. Curiosity
3. Asking/Inviting
4. Transparency
5. Self-Awareness

WORST

1. Coach Centered
2. Leading
3. Telling
4. Not Transparent
5. Unconscious Biases

Source: Lyssa deHart, LICSW, MCC, BCC

Taking the test

- starting August 1, 2022
- 81 scenario-based questions
- 3 hours
- testing center or proctored online
- not an open-book exam
- passing score reported as scaled scores
- range of possible scores 200 to 600
- passing score: 460

Content Domains

Foundation

13% – Demonstrates Ethical Practice

12% – Embodies a Coaching Mindset

Co-Creating the Relationship

12% – Establishes and Maintains Agreements

13% – Cultivates Trust and Safety

13% – Maintains Presence

Communicating Effectively

12% – Listens Actively

13% – Evokes Awareness

Cultivating Learning and Growth

12% – Facilitates Client Growth

Languages Available

- Arabic
- Chinese (Simplified)
- French
- Italian
- Japanese
- Russian
- Spanish
- Swedish
- Turkish

Automatic time extension of 60 minutes if language aids are not offered in primary language AND candidate resides in a non-English speaking country.

Further language aids

- Arabic, Italian, Russian and Swedish will be available Q1 of 2023
- additional language aids in Czech, German, Hungarian, Korean, Polish and Portuguese will follow

Sample Item

A university biomedical researcher is working with a coach to improve their interactions with colleagues. The client is a very analytical thinker and can easily explain detailed data points and complex graphs, but seems reluctant share anything personal with the coach. In previous sessions, the coach encouraged the client to describe how they felt at social events, but the client seems highly uncomfortable, answering only with short, one-word responses. When the client arrives to their session today, the client silently hands the coach a journal. The client has written several, detailed entries over the last week about their experience attending a university luncheon, a faculty party, and a staff development workshop since their last session. While the client says little to the coach in the moment, their entries show deep reflections about the anxiety the client experienced at these events and their desire to overcome social anxiety. What should the coach do?

What is the BEST action? What is the WORST action?

- Acknowledge the reflection work the client has done, and ask the client if they feel comfortable exploring some of the emotions they described in their journal.
- Ask the client if they would summarize the entries they detailed in their journal for the coach.
- Ask the client to identify some steps they can take to overcome the anxieties they wrote about.
- Ask the client what new awareness they developed about themselves through the journaling process.

8 sample questions available

sample items are available at

[Credentialing Exam Content -
International Coaching Federation](#)

Coming Soon: ICF Credentialing Exam with a Scheduled Break

- beginning February 1
- a five-minute scheduled break
- exam items delivered in two sections
- timing: 3+87 min – 5 min break – 85 min

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ANY QUESTIONS?

Advanced Certification in Team Coaching (ACTC)

- to demonstrate knowledge, skills and abilities in team coaching
- application will be opening in early 2023
- [requirements are now available](#) on website
- more information forthcoming

Eligibility Requirements

- active ICF Credential (ACC, PCC or MCC)
- 60+ hours of team coaching education
- min. five (5) team coaching engagements within last five (5) years
- min. five (5) hours of coaching supervision
- passing score on Team Coaching Certification Exam

Application Fees

- **ICF Member:** \$250 USD
- **Non-member:** \$350 USD

Education

- completion of min. 60 hours team coaching education (Team Coaching and Core Competencies, Code of Ethics)
- one or more ICF-accredited or non-accredited providers
- provide program syllabus or course outline
- credit for Prior Learning

Experience

- min. five (5) team coaching engagements within last five years
- teams of more than 15 members - with co-coach
- letter of verification for two (2) engagements:
 - name and contact of authorized representative
 - representative's role
 - name of ACTC applicant
 - total hours of team engagement
 - start and end dates of engagement
 - number of team members

Coaching supervision

- guided reflective practice
- document min. (5) hours supervision
- either one-to-one or in group
- **must** focus on team coaching practice
- applicant's coaching supervisor must meet at least one of the following criteria:
 - active coaching supervision certification, credential or accreditation by a coaching or coaching supervision professional body
 - completed coaching supervision education of min. 60 hours + min. 120 hours coaching supervision experience
 - eligible ICF Mentor Coach with 60 hours of coaching supervision education + min. 120 hours experience

Exam

- computer-based written exam
- measures team coaching competence, as defined by the ICF Team Coaching Competency Model (published Dec 2020).
- 62 questions
- at Pearson VUE testing center or online
- proctored testing
- written exam is delivered in English, and exam language aids are available in French and Spanish. Language aids in Simplified Chinese are anticipated for publication within the first quarter of 2023.

Exam cont'd

- total time allowed: 2.5 hours
- divided to (4) sections
 - sections 1 and 3: multiple-choice
 - sections 2 and 4: scenario-based questions
- time allowed for sections:
 - sections 1 and 3 exam items — 23 min each
 - sections 2 and 4 exam items — 40 min each
- range of possible scores 200 to 600
- passing score: 460
- more info on [Team Coaching Certification Exam](#)
(links to important resources, sample questions)

Advanced Accreditation in Team Coaching (AATC)

- specific set of competencies and knowledge
- access to specialized education
- coaching education providers to apply
- to ensure coaches are well prepared for team coaching
- learn more about [accreditation](#) on website
- more information forthcoming
- application opens in early 2023

4 Reimagined Accreditation Options

Starting January 7, 2022 ICF accreditation levels:

Level 1

- 60+ contact hours
- pathway to ACC

Level 2

- 125+ contact hours
- pathway to PCC

Level 3

- 75+ contact hours
- pathway to MCC

Continuing Coaching Education (CCE)

- supplemental/continuing education
- new learning/professional development
- renewal to credential

New accreditation portal

- launch on January 31
- easy-to-use space for all ICF accreditation needs
- current applications to be submitted until Friday, February 3, 2023, at 5 p.m. (New York time)
- after that (re-)application through newly launched ICF Accreditation Portal

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Contacts

Barnóczki Annamária

+36 30 274 1532

annamaria.barnoczki@animapartners.com

www.animapartners.com

