

2025 ICF Core Competency Updates

ICF Chapter Presentation – January 2026



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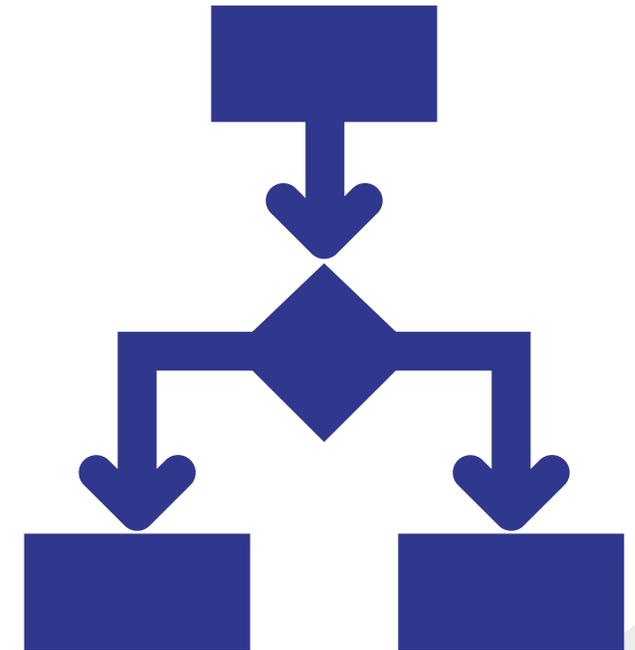
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Core Competency Updates

Today's Discussion:

- 1 – Why Are The ICF Core Competencies Being Updated Now?
- 2 – How Were The Updates Done?
- 3 – The 2025 ICF Core Competencies
- 4 – Resources and Next Steps
- 5 – ICF Credentialing Exam Pilot 2025-2026
- 6 – Questions



Core Competency Updates

To make sure the ICF Core Competencies reflect today's coaching landscape, we conducted a **global job analysis**—a structured process used to understand the tasks, skills, and knowledge required for effective coaching.

This study looked at how technology and professional trends have shaped coaching over the past six years. The goal? To ensure the updated competencies are relevant, evidence-based, and aligned with current practice.

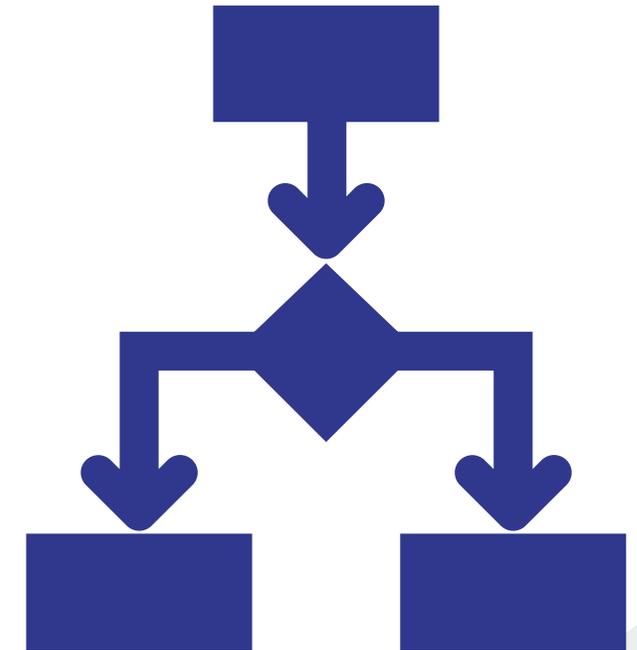
We used a mixed-methods approach, engaging nearly 3000 coaches worldwide. This included:

- Literature review

- Focus groups

- Global survey

- Two workshops with coaching subject matter experts

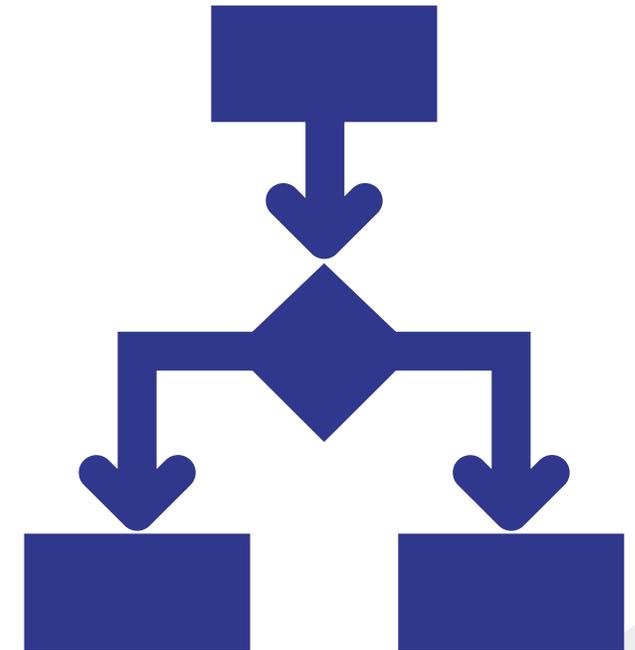


Core Competency Updates

Participants came from ICF's membership and certification holders, as well as open survey distribution.

The 2019 Core Competencies and their associated tasks and KSAOs (Knowledge, Skills, Abilities, and Other characteristics) served as the foundation for analysis.

Quantitative data was analyzed statistically, while qualitative data was reviewed through thematic analysis. The full data collection process ran from April 2024 to April 2025.





The Updated Core Competencies

The Outcome

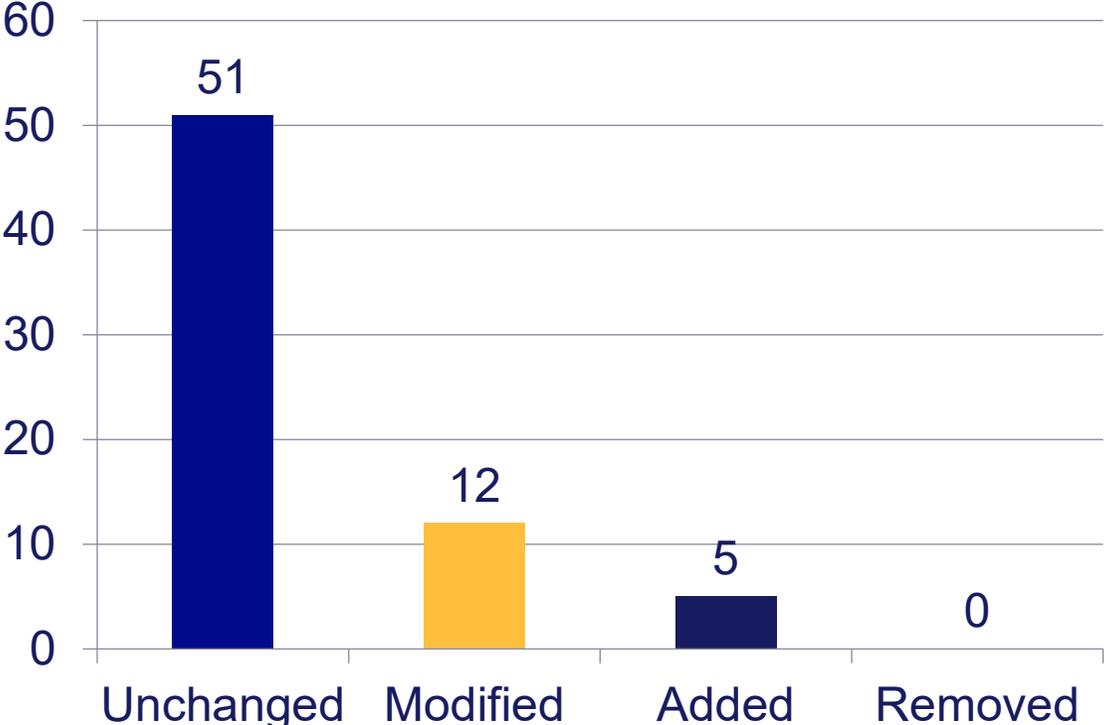
Core Competency Updates

Key Changes to Core Competencies

- No new main competencies added; 5 new sub-competencies introduced.
- 12 existing sub-competencies revised for clarity and inclusivity.
- Expanded definitions (e.g., “Embodies a Coaching Mindset” now includes supervision and well-being).
- Emphasis on technology, cultural awareness, coaching across the engagement and emotional regulation.

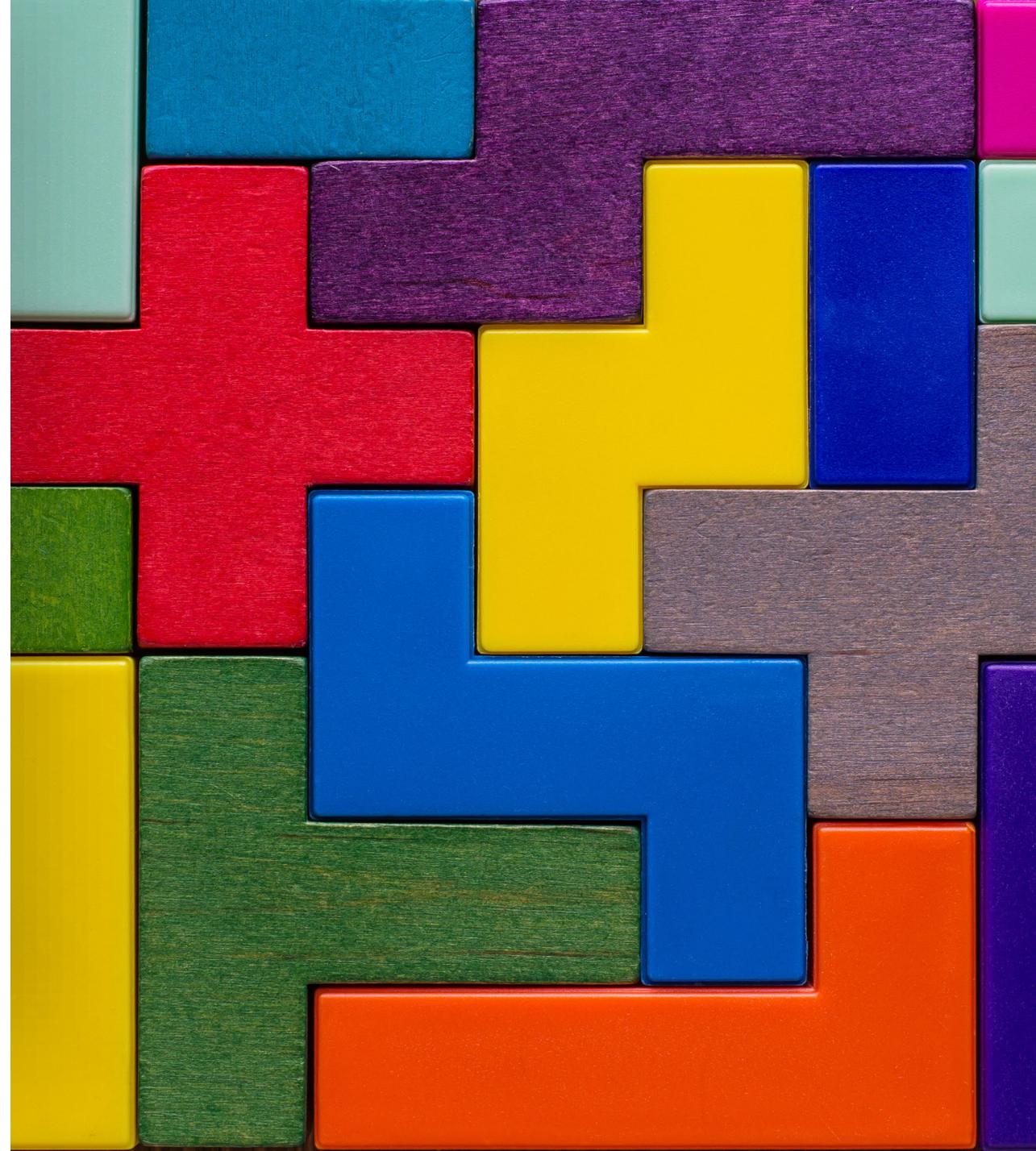
Core Competency Changes

Core Competency Updates



1. Demonstrates Ethical Practice

This competency was validated without substantive change. It continues to emphasize integrity, honesty, confidentiality, and the maintenance of professional boundaries, including appropriate referrals when needed.



1. Demonstrates Ethical Practice (2019)	1. Demonstrates Ethical Practice (2025)
Definition: Understands and consistently applies coaching ethics and standards of coaching	Definition: Understands and consistently applies coaching ethics and standards of coaching
1.01. Demonstrates personal integrity and honesty in interactions with clients, sponsors and relevant stakeholders	1.01. Demonstrates personal integrity and honesty in interactions with clients, sponsors and relevant stakeholders
1.02. Is sensitive to clients' identity, environment, experiences, values and beliefs	1.02. Is sensitive to clients' identity, environment, experiences, values and beliefs
1.03. Uses language appropriate and respectful to clients, sponsors and relevant stakeholders	1.03. Uses language appropriate and respectful to clients, sponsors and relevant stakeholders
1.04. Abides by the ICF Code of Ethics and upholds the Core Values	1.04. Abides by the ICF Code of Ethics and upholds the ICF Core Values
1.05. Maintains confidentiality with client information per stakeholder agreements and pertinent laws	1.05. Maintains confidentiality with client information per stakeholder agreements and pertinent laws
1.06. Maintains the distinctions between coaching, consulting, psychotherapy and other support professions	1.06. Maintains the distinctions between coaching, consulting, psychotherapy and other support professions
1.07. Refers clients to other support professionals, as appropriate	1.07. Refers clients to other support professionals, as appropriate

1. Demonstrates Ethical Practice

1. Demonstrates Ethical Practice

1.04. Abides by the ICF Code of Ethics and upholds the Core Values

1.04. Abides by the ICF Code of Ethics and upholds the **ICF** Core Values



2. Embodies a Coaching Mindset

This area underwent the most substantial updates. The definition was revised to highlight the role of coaching supervision and mentor coaching in ongoing development, as well as the importance of maintaining emotional, physical, and mental well-being before, during, and after sessions. Four new sub-competencies were added to emphasize continuous learning, openness, curiosity, and awareness of how a coach's thoughts and behaviors influence others. Collectively, these changes elevate the expectation that coaches actively care for their own growth, resilience, and presence, while remaining attuned to technological advances shaping the profession.

2. Embodies a Coaching Mindset	2. Embodies a Coaching Mindset
Definition: Develops and maintains a mindset that is open, curious, flexible and client-centered	Definition: Engages in ongoing personal and professional learning and development as a coach. Works with coaching supervisors or mentor coaches as needed. Develops and maintains a mindset that is open, curious, flexible and client-centered.
2.01. Acknowledges that clients are responsible for their own choices	2.01. Acknowledges that clients are responsible for their own choices
2.02. Engages in ongoing learning and development as a coach	2.02. Engages in ongoing learning and development as a coach, including remaining aware of current coaching best practices and use of technology
2.03. Develops an ongoing reflective practice to enhance one's coaching	2.03. Develops an ongoing reflective practice to enhance one's coaching
2.04. Remains aware of and open to the influence of context and culture on self and others	2.04. Remains aware of and open to the influence of biases , context and culture on self and others
2.05. Uses awareness of self and one's intuition to benefit clients	2.05. Uses awareness of self and one's intuition to benefit clients
2.06. Develops and maintains the ability to regulate one's emotions	2.06. Develops and maintains the ability to manage one's emotions
2.07. Mentally and emotionally prepares for sessions	2.07. Maintains emotional, physical, and mental well-being in preparation for, throughout, and following each session.
2.08. Seeks help from outside sources when necessary	2.08. Seeks help from outside sources when necessary
N/A	2.09. Nurtures openness and curiosity in oneself, the client, and the coaching process.
N/A	2.10. Remains aware of the influence of one's thoughts and behaviors on the client and others

2. Embodies a Coaching Mindset

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

2. Embodies a Coaching Mindset

Definition: **Engages in ongoing personal and professional learning and development as a coach. Works with coaching supervisors or mentor coaches as needed.** Develops and maintains a mindset that is open, curious, flexible and client-centered.

2.02. Engages in ongoing learning and development as a coach

2.02. Engages in ongoing learning and development as a coach, **including remaining aware of current coaching best practices and use of technology**

2.04. Remains aware of and open to the influence of context and culture on self and others

2.04. Remains aware of and open to the influence of **biases**, context and culture on self and others

2.06. Develops and maintains the ability to regulate one's emotions

2.06. Develops and maintains the ability to **manage** one's emotions

2.07. Mentally and emotionally prepares for sessions

2.07. Maintains emotional, physical, and mental well-being in preparation for, throughout, and following each session.

N/A

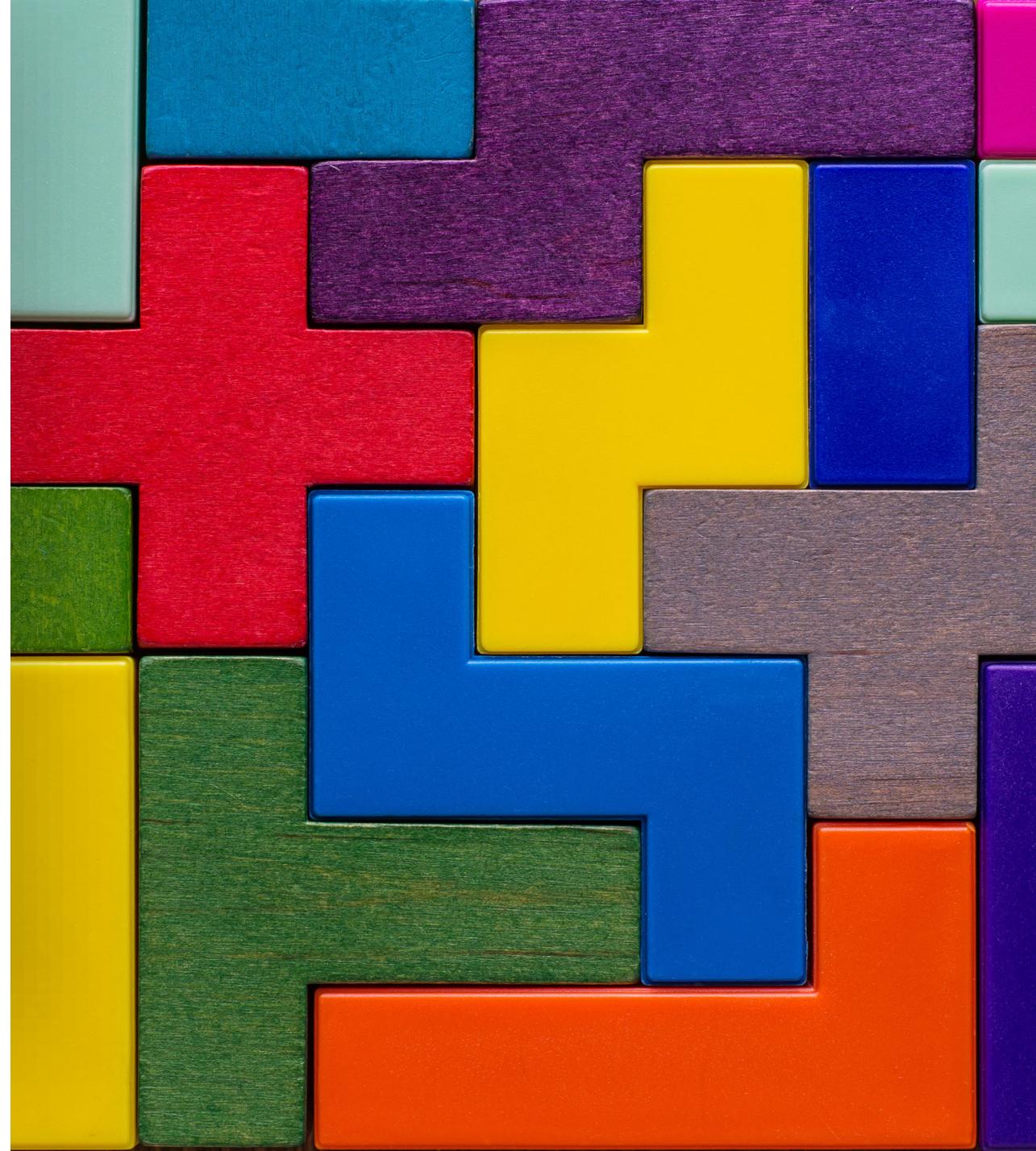
2.09. Nurtures openness and curiosity in oneself, the client, and the coaching process.

N/A

2.10. Remains aware of the influence of one's thoughts and behaviors on the client and others

3. Establishes and Maintains Agreements

Revisions strengthened the contracting process. Coaches are now expected to clearly describe their coaching philosophy and define what coaching is and is not for potential clients and stakeholders. Language was also added to ensure that ending a coaching relationship prioritizes the client's experience. A new sub-competency emphasizes the importance of revisiting agreements over the course of the engagement to ensure continued alignment with the client's needs.



3. Establishes and Maintains Agreements	3. Establishes and Maintains Agreements
<p>Definition: Partners with the client and relevant stakeholders to create clear agreements about the coaching relationship, process, plans and goals. Establishes agreements for the overall coaching engagement as well as those for each coaching session.</p>	<p>Definition: Partners with the client and relevant stakeholders to create clear agreements about the coaching relationship, process, plans and goals. Establishes agreements for the overall coaching engagement as well as those for each coaching session.</p>
<p>3.01. Explains what coaching is and is not and describes the process to the client and relevant stakeholders</p>	<p>3.01. Describes one's coaching philosophy and clearly defines what coaching is and is not for potential clients and stakeholders</p>
<p>3.02. Reaches agreement about what is and is not appropriate in the relationship, what is and is not being offered, and the responsibilities of the client and relevant stakeholders</p>	<p>3.02. Reaches agreement about what is and is not appropriate in the relationship, what is and is not being offered, and the responsibilities of the client and relevant stakeholders, including commitment to working toward coaching goals</p>
<p>3.03. Reaches agreement about the guidelines and specific parameters of the coaching relationship such as logistics, fees, scheduling, duration, termination, confidentiality and inclusion of others</p>	<p>3.03. Reaches agreement about the guidelines and specific parameters of the coaching relationship such as logistics, fees, scheduling, duration, termination, confidentiality and inclusion of others</p>
<p>3.04. Partners with the client and relevant stakeholders to establish an overall coaching plan and goals</p>	<p>3.04. Partners with the client and relevant stakeholders to establish an overall coaching plan and goals</p>
<p>3.05. Partners with the client to determine client-coach compatibility</p>	<p>3.05. Partners with the client to determine client-coach compatibility</p>
<p>3.06. Partners with the client to identify or reconfirm what they want to accomplish in the session</p>	<p>3.06. Partners with the client to identify or reconfirm what they want to accomplish in the session</p>
<p>3.07. Partners with the client to define what the client believes they need to address or resolve to achieve what they want to accomplish in the session</p>	<p>3.07. Partners with the client to define what the client believes they need to address or resolve to achieve what they want to accomplish in the session</p>
<p>3.08. Partners with the client to define or reconfirm measures of success for what the client wants to accomplish in the coaching engagement or individual session</p>	<p>3.08. Partners with the client to define or reconfirm measures of success for what the client wants to accomplish in the coaching engagement or individual session</p>
<p>3.09. Partners with the client to manage the time and focus of the session</p>	<p>3.09. Partners with the client to manage the time and focus of the session</p>
<p>3.10. Continues coaching in the direction of the client's desired outcome unless the client indicates otherwise</p>	<p>3.10. Continues coaching in the direction of the client's desired outcome unless the client indicates otherwise</p>
<p>3.11. Partners with the client to end the coaching relationship in a way that honors the experience</p>	<p>3.11. Partners with the client to close the coaching relationship in a way that respects the client and the coaching experience</p>
<p>N/A</p>	<p>3.12. Revisits the coaching agreement when necessary to ensure the coaching approach is meeting the client's needs</p>

3. Establishes and Maintains Agreements (2019)

3. Establishes and Maintains Agreements (2025)

3.01. Explains what coaching is and is not and describes the process to the client and relevant stakeholders

3.01. Describes one's coaching philosophy and clearly defines what coaching is and is not for potential clients and stakeholders

3.02. Reaches agreement about what is and is not appropriate in the relationship, what is and is not being offered, and the responsibilities of the client and relevant stakeholders

3.02. Reaches agreement about what is and is not appropriate in the relationship, what is and is not being offered, and the responsibilities of the client and relevant stakeholders, **including commitment to working toward coaching goals**

3.11. Partners with the client to end the coaching relationship in a way that honors the experience

3.11. Partners with the client to **close** the coaching relationship in a way that respects the client and the coaching experience

N/A

3.12. Revisits the coaching agreement when necessary to ensure the coaching approach is meeting the client's needs



4. Cultivates Trust and Safety

This competency remained unchanged. It continues to highlight the importance of respect, empathy, openness, and creating a safe space for clients to explore their perspectives.

4. Cultivates Trust and Safety

Definition: Partners with the client to create a safe, supportive environment that allows the client to share freely. Maintains a relationship of mutual respect and trust.

4.01. Seeks to understand the client within their context which may include their identity, environment, experiences, values and beliefs

4.02. Demonstrates respect for the client's identity, perceptions, style and language and adapts one's coaching to the client

4.03. Acknowledges and respects the client's unique talents, insights and work in the coaching process

4.04. Shows support, empathy and concern for the client

4.05. Acknowledges and supports the client's expression of feelings, perceptions, concerns, beliefs and suggestions

4.06. Demonstrates openness and transparency as a way to display vulnerability and build trust with the client

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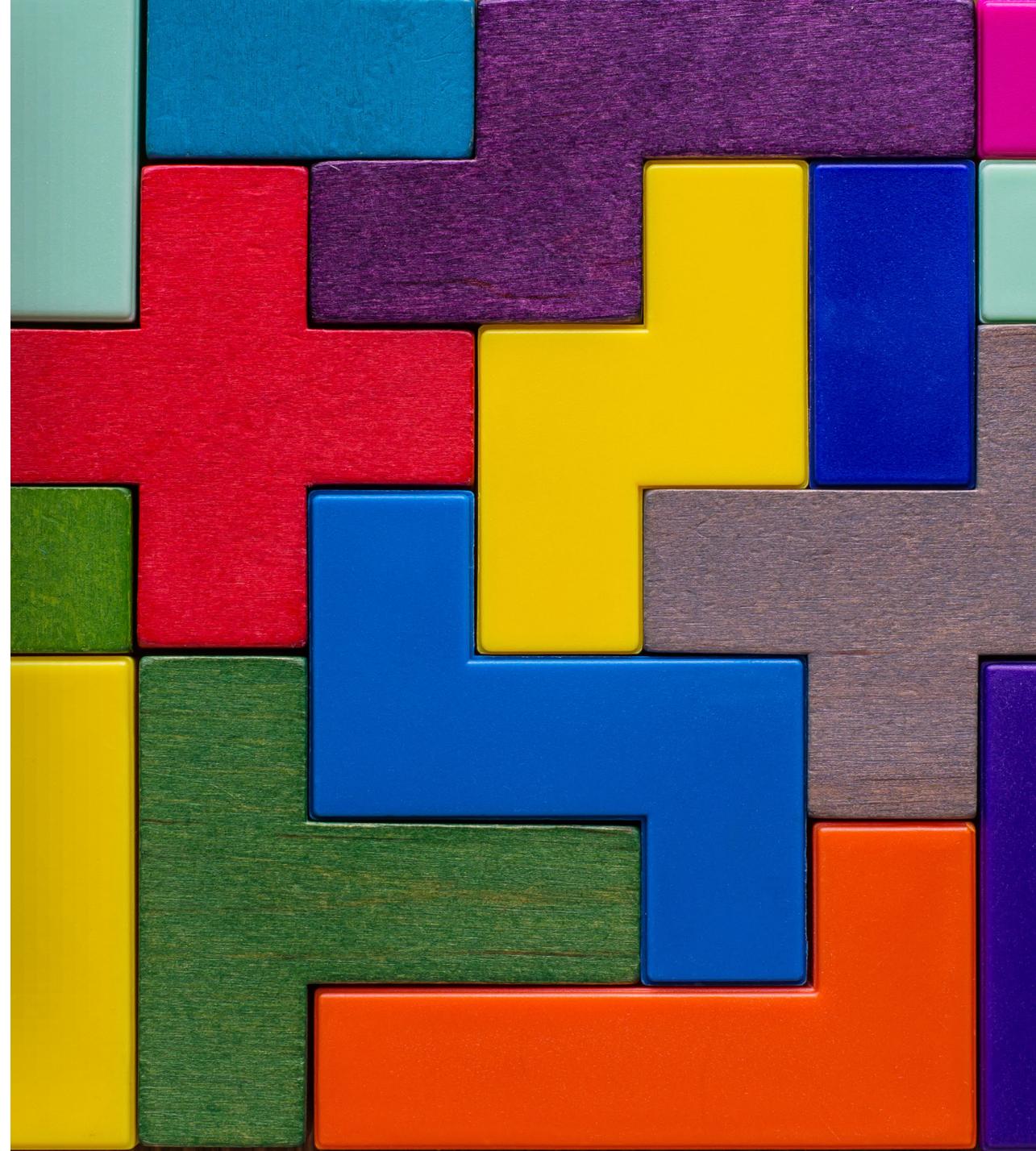
4.04. Shows support, empathy and concern for the client

4.05. Acknowledges and supports the client's expression of feelings, perceptions, concerns, beliefs and suggestions

4.06. Demonstrates openness and transparency as a way to display vulnerability and build trust with the client

5. Maintains Presence

One new sub-competency emphasizes awareness of what is emerging for both coach and client in the present moment. Together with existing elements, this update strengthens the portrayal of presence as grounded curiosity and flexible responsiveness.



5. Maintains Presence	5. Maintains Presence
<p>Definition: Is fully conscious and present with the client, employing a style that is open, flexible, grounded and confident</p>	<p>Definition: Is fully conscious and present with the client, employing a style that is open, flexible, grounded and confident</p>
<p>5.01. Remains focused, observant, empathetic and responsive to the client</p>	<p>5.01. Remains focused, observant, empathetic and responsive to the client</p>
<p>5.02. Demonstrates curiosity during the coaching process</p>	<p>5.02. Demonstrates curiosity during the coaching process</p>
<p>N/A</p>	<p>5.03. Remains aware of what is emerging for self and client in the present moment</p>
<p>5.03. Manages one's emotions to stay present with the client</p>	<p>5.04 Manages one's emotions to stay present with the client</p>
<p>5.04. Demonstrates confidence in working with strong client emotions during the coaching process</p>	<p>5.05 Demonstrates confidence in working with strong client emotions during the coaching process</p>
<p>5.05. Is comfortable working in a space of not knowing</p>	<p>5.06 Is comfortable working in a space of not knowing</p>
<p>5.06. Creates or allows space for silence, pause or reflection</p>	<p>5.07 Creates or allows space for silence, pause or reflection</p>

5. Maintains Presence

5. Maintains Presence

N/A

5.03. Remains aware of what is emerging for self and client in the present moment



6. Listens Actively

No substantive revisions were made. This competency continues to center on integrating what is spoken and unspoken, considering the client's full context, and noticing patterns across sessions.

6. Listens Actively	6. Listens Actively
<p>Definition: Focuses on what the client is and is not saying to fully understand what is being communicated in the context of the client systems and to support client self-expression</p>	<p>Definition: Focuses on what the client is and is not saying to fully understand what is being communicated in the context of the client systems and to support client self-expression</p>
<p>6.01. Considers the client's context, identity, environment, experiences, values and beliefs to enhance understanding of what the client is communicating</p>	<p>6.01. Considers the client's context, identity, environment, experiences, values and beliefs to enhance understanding of what the client is communicating</p>
<p>6.02. Reflects or summarizes what the client communicated to ensure clarity and understanding</p>	<p>6.02. Reflects or summarizes what the client is communicating to ensure clarity and understanding</p>
<p>6.03. Recognizes and inquires when there is more to what the client is communicating</p>	<p>6.03. Recognizes and inquires when there is more to what the client is communicating</p>
<p>6.04. Notices, acknowledges and explores the client's emotions, energy shifts, non-verbal cues or other behaviors</p>	<p>6.04. Notices, acknowledges and explores the client's emotions, energy shifts, non-verbal cues or other behaviors</p>
<p>6.05. Integrates the client's words, tone of voice and body language to determine the full meaning of what is being communicated</p>	<p>6.05. Integrates the client's words, tone of voice and body language to determine the full meaning of what the client is communicating</p>
<p>6.06. Notices trends in the client's behaviors and emotions across sessions to discern themes and patterns</p>	<p>6.06. Notices trends in the client's behaviors and emotions across sessions to discern themes and patterns</p>

6. Listens Actively

6. Listens Actively

6.02. Reflects or summarizes what the client communicated to ensure clarity and understanding

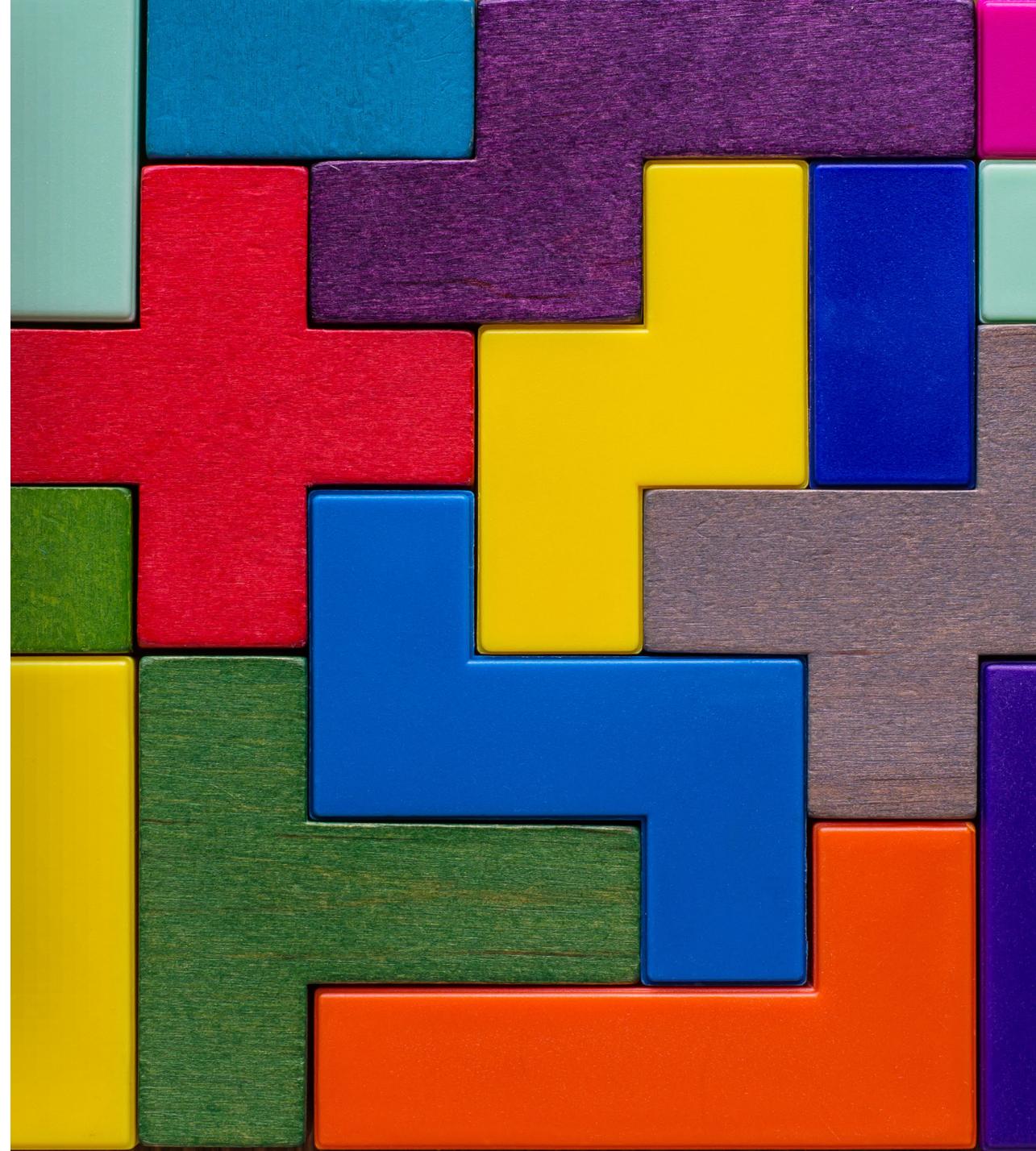
6.02. Reflects or summarizes what the client **is communicating** to ensure clarity and understanding

6.05. Integrates the client's words, tone of voice and body language to determine the full meaning of what is being communicated

6.05. Integrates the client's words, tone of voice and body language to determine the full meaning of what **the client is communicating**

7. Evokes Awareness

This competency was revised to further clarify the coach's role. Sub-competency 7.11 was updated to shift from "sharing insights" to offering observations, knowledge, and feelings in ways that may help clients generate their own insights. This adjustment reinforces the client's central role in meaning-making and self-discovery.



7. Evokes Awareness	7. Evokes Awareness
Definition: Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence, metaphor or analogy	Definition: Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence, metaphor or analogy
7.01. Considers client experience when deciding what might be most useful	7.01. Considers client experience when deciding what might be most useful
7.02. Challenges the client as a way to evoke awareness or insight	7.02. Challenges the client as a way to evoke awareness or insight
7.03. Asks questions about the client, such as their way of thinking, values, needs, wants and beliefs	7.03. Asks questions about the client, such as their way of thinking, values, needs, wants and beliefs
7.04. Asks questions that help the client explore beyond current thinking	7.04. Asks questions that help the client explore beyond current thinking
7.05. Invites the client to share more about their experience in the moment	7.05. Invites the client to share more about their experience in the moment
7.06. Notices what is working to enhance client progress	7.06. Notices what is working to enhance client progress
7.07. Adjusts the coaching approach in response to the client's needs	7.07. Adjusts the coaching approach in response to the client's needs
7.08. Helps the client identify factors that influence current and future patterns of behavior, thinking or emotion	7.08. Helps the client identify factors that influence current and future patterns of behavior, thinking or emotion
7.09. Invites the client to generate ideas about how they can move forward and what they are willing or able to do	7.09. Invites the client to generate ideas about how they can move forward and what they are willing or able to do
7.10. Supports the client in reframing perspectives	7.10. Supports the client in reframing perspectives
7.11. Shares observations, insights and feelings, without attachment, that have the potential to create new learning for the client	7.11. Shares observations, knowledge , and feelings, without attachment, that have the potential to create new insights for the client

7. Evokes Awareness

7. Evokes Awareness

7.11. Shares observations, insights and feelings, without attachment, that have the potential to create new learning for the client

7.11. Shares observations, **knowledge**, and feelings, without attachment, that have the potential to create new **insights** for the client



8. Facilitates Client Growth

The final competency was expanded to reflect continuity across sessions. A new sub-competency (8.07) emphasizes partnering with the client to sustain learning and progress throughout the engagement. In addition, closure was reframed to focus on partnering with the client to close sessions in a way that honors progress and autonomy. These changes strengthen the focus on accountability and long-term growth beyond individual sessions.

8. Facilitates Client Growth	8. Facilitates Client Growth
<p>Definition: Partners with the client to transform learning and insight into action. Promotes client autonomy in the coaching process.</p>	<p>Definition: Partners with the client to transform learning and insight into action. Promotes client autonomy in the coaching process.</p>
<p>8.01. Works with the client to integrate new awareness, insight or learning into their worldview and behaviors</p>	<p>8.01. Works with the client to integrate new awareness, insight or learning into their worldview and behaviors</p>
<p>8.02. Partners with the client to design goals, actions and accountability measures that integrate and expand new learning</p>	<p>8.02. Partners with the client to design goals, actions and accountability measures that integrate and expand new learning</p>
<p>8.03. Acknowledges and supports client autonomy in the design of goals, actions and methods of accountability</p>	<p>8.03. Acknowledges and supports client autonomy in the design of goals, actions and methods of accountability</p>
<p>8.04. Supports the client in identifying potential results or learning from identified action steps</p>	<p>8.04. Supports the client in identifying potential results or learning from identified action steps</p>
<p>8.05. Invites the client to consider how to move forward, including resources, support and potential barriers</p>	<p>8.05. Invites the client to consider how to move forward, including resources, support and potential barriers</p>
<p>8.06. Partners with the client to summarize learning and insight within or between sessions</p>	<p>8.06. Partners with the client to summarize learning and insight within or between sessions</p>
<p>N/A</p>	<p>8.07. Partners with the client to integrate learning and sustain progress throughout the coaching engagement</p>
<p>8.07. Celebrates the client's progress and successes</p>	<p>8.08. Acknowledges the client's progress and successes</p>
<p>8.08. Partners with the client to close the session</p>	<p>8.09. Partners with the client to close the session</p>

8. Facilitates Client Growth

8. Facilitates Client Growth

N/A

8.07. **Partners** with the client to integrate learning and sustain progress throughout the coaching engagement

8.07. Celebrates the client's progress and successes

8.08. **Acknowledges** the client's progress and successes

Core Competency Updates

Impact on Credentialing & Training

- Updated competencies will be reflected in ICF Credentialing Exams starting late 2026.
- Pilot ICF Credentialing Exam using new competencies available December 2025-March 2026 (voluntary). Updated Exams to follow in late 2026.
- CE providers must align programs with updated competencies during next accreditation renewal.
- Current credential holders not required to change recertification practices from current requirements.

Core Competency Updates

Resources & Next Steps

- Glossary and comparison chart available to support transition.
- Updated Video Series - <https://www.youtube.com/hashtag/icfcoachingcompetencies2025>
- [7.11 White Paper – The Evolution of Sub-Competency 7.11](#)
- Translations in French, German, Japanese, Korean, Portuguese, Russian, Spanish, Turkish. Other languages to follow.
- Coaches encouraged to review updates, reflect on practice, and engage in continued education.

Code of Ethics Update

2025 Code of Ethics Update

- Updated 2025 Code of Ethics - <https://coachingfederation.org/credentialing/coaching-ethics/icf-code-of-ethics/>
- Updated 2025 Code of Ethics Video Series - <https://www.youtube.com/playlist?list=PLMBtOVpaN5Dgs-A3er-ELGCvLc53kcZSK>
- Insights and Considerations for Ethics (ICE) - <https://coachingfederation.org/resource/insights-and-considerations-for-ethics/>

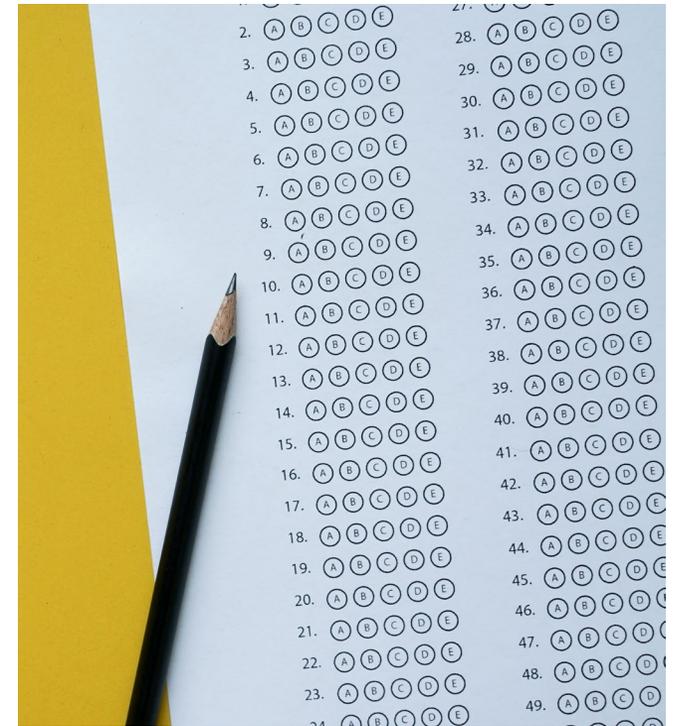
Overview of the ICF Credentialing Exam Pilot

Dates: **December 17, 2025 – March 20, 2026** (approx.)

Available to PCC and MCC candidates approved for the written exam within the pilot window. Voluntary option, candidates can also take the current ICF Credentialing Exam if they prefer.

Purpose: To test a revised exam format based on updated Coaching Job Task Analysis (JTA)

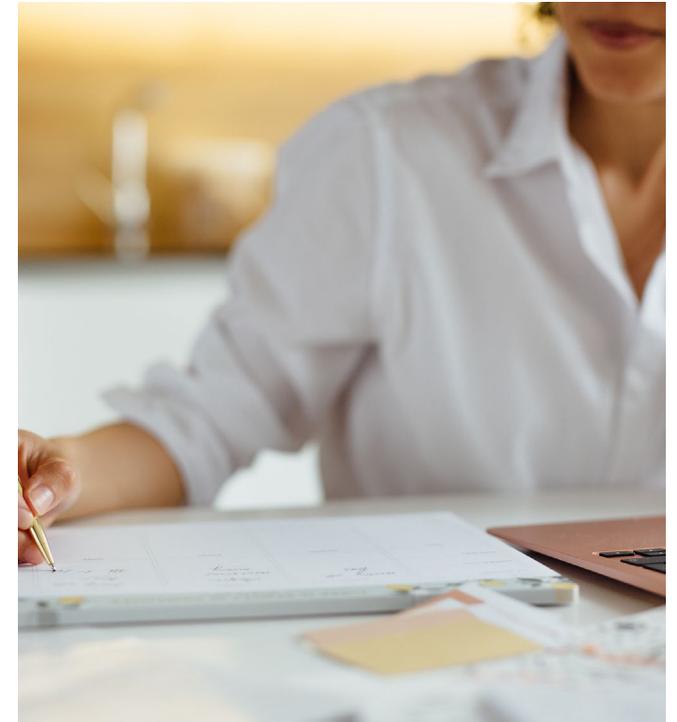
Goal: To ensure alignment with updated ICF Core Competencies and improve exam effectiveness. To make sure new exam format performs successfully and to align with previous exams. To release a new PCCMCC Exam in fall 2026 for all candidates.



ICF Credentialing Exam Pilot

How to Participate

- Must have an active PCC or MCC application
- Must be able to take the exam in English
- Results will be available from April 2026 (approximately)
- Exam delivery: Pearson VUE test centers or Online via Pearson OnVUE (remote proctoring)
- For full Pilot Exam details see:
<https://icfsupport.freshdesk.com/support/solutions/articles/5000897862-icf-credentialing-exam-pcc-mcc-pilot>



ICF Credentialing Exam Pilot



Benefits in taking the Exam Pilot:

- Help shape the future of coaching and ICF credentialing
- **Free exam retake** if not passed
- **Shorter, more candidate-friendly format**
- Receive a free course worth 3 Continuing Coach Education (CCE) credits
- No additional fee (covered by PCC/MCC application)

Key Changes in the Pilot Exam

- A more balanced question format
- 42 Situational Judgement Items (SJIs): To assess decision-making in coaching scenarios
- 40 Knowledge Items (KIs): Shorter, fact-based multiple-choice questions, to assess coaching knowledge.
- **Reduced cognitive load and reading time** (but not 'easier')
- **Duration: 2.5 hours (vs. 3 hours previously)**
- Structure modeled after the ACTC exam



ICF Credentialing Exam Pilot Blueprint

The ICF Credentialing Exam Pilot content covers four broad domains of coaching knowledge:

- Foundation
- Co-Creating the Relationship
- Communicating Effectively
- Cultivating Learning and Growth.

Exam questions cover these four domains as outlined.

Foundation

- Demonstrates Ethical Practice – 13%
- Embodies a Coaching Mindset – 13%

Co-Creating the Relationship

- Establishes and Maintains Agreements – 12%
- Cultivates Trust and Safety – 12%
- Maintains Presence – 13%

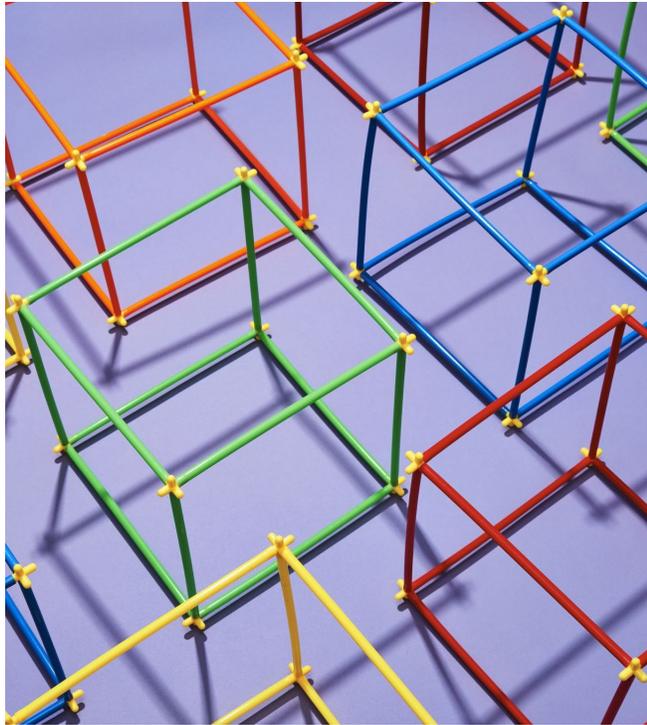
Communicating Effectively

- Listens Actively – 13%
- Evokes Awareness – 13%

Cultivating Learning and Growth

- Facilitates Client Growth – 11%

ICF Credentialing Exam Pilot Format



- **150 Minutes Total**
- **40 Knowledge Items (KIs)**
- **42 Situational Judgement Items (SJIs)**
- **10-Minute Break**

General Exam Instructions: 4 minutes

Section 1: Multiple-Choice Questions

- Instructions: 1 minute
- 20 Exam Items (KIs): 20 minutes

Section 2: Scenario-Based Questions

- Instructions: 1 minute
- 21 Exam Items(SJIs): 46 minutes

---Scheduled Break: 10 minutes---

Section 3: Multiple-Choice Questions

- Instructions: 1 minute
- 20 Exam Items (KIs) : 20 minutes

Section 4: Scenario-Based Questions

- Instructions: 1 minute
- 21 Exam Items(SJIs): 46 minutes

Questions & Answers





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