

PROFESSIONAL AND ETHICAL PRINCIPLES FOR COMPETENT COACHES

The Professional and Ethical Principles used by the Clergy Coaching Network are expressed as behavioral competencies and form the bridge between the "Being" of the Coach and the "Doing" of the Coach. Some are aspirational and express a lifelong commitment to an ethical way of being in the world. All helping relationships exist on the continuum of "Do no Harm" and "Do a lot of Good". These professional competencies seek to ensure that the coaching relationship is always growing in the direction of doing a lot of good in the world, for simply avoiding harm will not enable transformation.

The professional and ethical principles are stated as behavioral competencies using a 1-5 rating scale. Behaviors given a score of 1 or 2 are deemed unacceptable. A score of 3 would be considered acceptable or average, but not inspiring. Competent coaches seek to live and work in ways that demonstrate consistency with behaviors rated 4 or 5. Because some of these competencies are aspirational, the behavioral anchors are not meant to be exhaustive, but rather they represent specific examples of the general criteria from which the Coach can extrapolate what constitutes professional behavior in a specific situation.

These standards have been informed by:

- The Christian understanding of loving God, neighbor, and self.
- The Buddhist understanding of compassion as the agent of transformation.
- The Hebrew understanding of Tikun Olan, or Heal the World
- The American Psychological Association, Ethical Standards for Psychologists.

Criteria P1: Collaborative Benevolence. Competent Coaches establish collaborative relationships with Clients and other Business and Community Resources for the benefit of not only the individual Client but the Community. They incarnate the admonition "*Tikkun Olam*" or "*Heal the World.*" Outcomes are ecologically sustainable.

<p>1</p> <p>Poor: Coach is self absorbed and has no regard for Client's well-being. Weak: Client's betterment is at the expense of others and inherently unsustainable.</p>	<p>2</p>	<p>3</p> <p>Acceptable: Coach collaborates with Client and others to achieve Client's betterment.</p>	<p>4</p>	<p>5</p> <p>Good: Client's betterment is created in context of community betterment. Excellent: Client in their own unique way seeks not only self benefit but sustainable world benefit.</p>
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Criteria P2: Radical Respect, Reverence and Awe. Competent Coaches have a radical respect and reverence for their Clients which creates accepting environments for healing of self-alienation. They are genuinely awed by who and what their Clients are and do.

<p>1</p> <p>Poor: Callous and disrespectful. Client experiences increased alienation. Weak: While respectful has minimal wonder about the Client's potential.</p>	<p>2</p>	<p>3</p> <p>Acceptable: Coach creates respectful coaching environment that allows the Client to explore the edges of their own self-imposed limitations.</p>	<p>4</p>	<p>5</p> <p>Good: In the light of the Coach's radical respect the Client grows in their own self-respect and self-wonder. Excellent: Client develops deep self assurance and satisfaction for who they are and what they can do.</p>
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Criteria P3: Honest Representation. Competent coaches accurately describe the nature of coaching, their specific expertise, and the benefits, costs, and limits of coaching.

1	2	3	4	5
<p>Poor: Coach misrepresents nature of coaching or their expertise. Weak: Coach poorly explains nature of coaching which prevents Client from giving informed consent.</p>		<p>Acceptable: The Coach accurately describes the nature of coaching, their specific expertise, and the benefits, costs, and limits of coaching.</p>	<p>Good: Coach tailors an accurate representation of the nature of coaching to a specific Client's context. Excellent: Client has realistic expectation of success and is motivated to engage in coaching.</p>	

Criteria P4: Responsible, Fair Relationships. Competent Coaches create honest, fair, and just coaching relationships that do not exploit power differentials nor create conflicts of interest that jeopardize Client's goals or well-being.

1	2	3	4	5
<p>Poor: Coach is exploitative and unconcerned for Client's well-being. Weak: Coach creates dual relationships that compromise the helpfulness of the Coaching. Coach misses appointments, or does not follow through on commitments</p>		<p>Acceptable: The Coach accepts a fiduciary responsibility for the client's well-being and establishes non-exploitative coaching relationship. The Coach can be counted on to protect the Coaching relationship.</p>	<p>Good: Coach protects the integrity of Coaching relationship and authentically shows up for sessions. Excellent: Coach can fluidly and authentically move through formal and informal settings with Client which enhance and enrich the coaching relationship while maintaining appropriate confidentiality and the integrity of the coaching relationship.</p>	

Criteria P5: Lifelong Training and Development. Competent Coaches are engaged in a life long journey of personal development and transformation. They engage in continuing education to enhance their skills. While always pushing the boundaries of their excellence they do not practice beyond the scope of their ability nor demand that their Client's engage in activities that the Coach would not be prepared to engage in.

1	2	3	4	5
<p>Poor: Coach cynically refuses to engage in personal and professional development. Weak: Coach has lost their curiosity and stopped growing. Coach only attends Con. Ed. to satisfy externally imposed demands.</p>		<p>Acceptable: Coach actively seeks out Con. Ed. to develop skills and abilities.</p>	<p>Good: Coach seeks opportunities for personal growth as well as skill development. Excellent: Coach infectiously engages in lifelong growth that inspires Client to do likewise.</p>	

Criteria P6: Authenticity. Competent Coaches embody their message in their Being and Doing. They have integrity and are believable because their actions are congruent with their values. They have discovered and work from the place deep within themselves from which they "Cannot not Coach."

1	2	3	4	5
<p>Poor: Coach is unbelievable and evokes distrust. Behavioral actions are incongruent with what they say. Weak: Large discrepancy between Coach's inner reality and their presentation. Coach has difficulty "walking the talk."</p>		<p>Acceptable: Coach believes in what they are doing which is expressed in congruent behaviors. Coach enjoys coaching and helping others achieve their potential.</p>	<p>Good: Coach is congruent and realistically confident in their abilities. They find personal satisfaction from working as and being a Coach. Excellent: Coach is grounded in sense of self as a competent coach. They live and work from the place where they "Cannot not Coach."</p>	