

Assessment sheet – Senior Practitioner in Coaching

Participant name	Date	Prog. ref.
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Competency	Capability indicators	Demonstrated					
		1st Marker		2 nd Marker		QA	
1. Understanding self Demonstrates awareness of own values beliefs and behaviours, recognises how these affect their practice and uses this self-awareness to manage their effectiveness in meeting the client's and where relevant, the sponsor's objectives.	<ul style="list-style-type: none"> Builds self-understanding based on a range of theoretical models and structured input from external sources with rigorous reflection on experience and practice (73) Proactively manages own 'state of mind' to suit the needs of the client (74) 	Yes	No	Yes	No	Yes	No
Evidence and comments:							
2. Commitment to self-development Explore and improve the standard of their practice and maintain the reputation of the profession.	<ul style="list-style-type: none"> Continuously reviews, reflects on and updates personal beliefs, attitudes and skills to improve their coaching/mentoring (75) Proactively identifies gaps in skills, knowledge and attitudes and uses a structured process to meet learning needs (76) Selects relevant themes, ideas and models to explore and develop their practice (77) Translates new learning into practice and evaluates goals and process with stakeholders (78) Invites feedback from peers by demonstrating their practice before them (79) 	Yes	No	Yes	No	Yes	No

Evidence and comments:						
3. Managing the contract Establishes and maintains the expectations and boundaries of the coaching/mentoring contract with the client and, where appropriate, with sponsors.	<ul style="list-style-type: none"> Establishes an ethically based coaching/mentoring contract in ambiguous and/or conflicted circumstances with the client (and with sponsors where relevant) (80) Identifies clients who may have an emotional or therapeutic need which is beyond their professional capability to work with safely (81) 	Yes	No	Yes	No	Yes No
Evidence and comments:						
4. Building the relationship Skillfully builds and maintains an effective relationship with the client, and where appropriate, with the sponsor.	<ul style="list-style-type: none"> Attends to and works flexibly with the client's emotions, moods, language, patterns, beliefs and physical expression (82) Demonstrates a high level of attentiveness and responsiveness to the client in the moment while mindful of client's work towards outcomes (83) 	Yes	No	Yes	No	Yes No
Evidence and comments:						
5. Enabling insight and learning Works with the client and sponsor to bring about insight and learning	<ul style="list-style-type: none"> Uses a range of techniques to raise awareness, encourage exploration and deepen insight (84) Uses feedback and challenge effectively to increase awareness, insight and responsibility for action (85) Responds to the full sensory range of client communication, in the moment, to infer possible areas for questioning (86) Is flexible in applying a wide range of questions to facilitate insight (87) Uses language to help client reframe or challenge current thinking/understanding (88) Applies a holistic perspective to building understanding and insight (89) Recognises the uncertainties, possibilities and constraints of the client's situational context and helps client to appreciate their impact (90) 	Yes	No	Yes	No	Yes No

Evidence and comments:						
6. Outcome and action orientation Demonstrates approach, and uses the skills, in supporting the client to make desired changes.	<ul style="list-style-type: none"> Encourages client to explore wider context and impact of desired outcomes (91) Draws on a range of diverse techniques and methods to facilitate achievement of outcomes (92) Describes and applies a range of methods for building commitment to outcomes, goals and actions (93) Helps client explore their approach to change, promotes active experimentation and self-discovery (94) Works effectively with resistance to change (95) 	Yes	No	Yes	No	No
Evidence and comments:						
7. Use of models and techniques Applies models and tools, techniques and ideas beyond the core communication skills in order to bring about insight and learning	<ul style="list-style-type: none"> Connects various models and new ideas into their own approach to mentoring/coaching and can substantiate that approach (96) Applies in depth knowledge and experience of models, tools and techniques to help the client deal with specific challenges as well as the overall outcome (97) 	Yes	No	Yes	No	No
Evidence and comments:						
8. Evaluating Gathers information on the effectiveness of their practice and contributes to establishing a culture of evaluation of outcomes.	<ul style="list-style-type: none"> Critiques diverse approaches to evaluation of mentoring/coaching (98) 	Yes	No	Yes	No	No

Evidence and comments:									
Reflective practice You demonstrate learning and are able to analyse and synthesise your understanding, making comparisons between theoretical frameworks and application in relation to your own model of practice. You make reference to how equality, diversity and inclusivity factor into your practice and adheres to the Global Code of Ethics.				Yes	No	Yes	No	Yes	No
Comments:									
General comments:									
1st Marker Print Name Dr Trish Turner	Signature			Date					
2nd Marker Print Name Chris Birbeck	Signature			Date					

NB: Assessors and QA to use different ink colours.

1st Assessor – black

2nd Assessor – blue

Quality Assurance - red