

How Do I Select a Coach?

Guidelines for Selecting Your Leadership Coach

International Coach Federation (ICF) Vancouver Charter Chapter has a broad network of credentialed Coaches (Associate Certified Coach - ACC; Professional Certified Coach - PCC; or Master Certified Coach - MCC designations) with diverse backgrounds, training and coaching styles. Critical to your success through coaching is your ability to find the **best** Coach/Coachee fit.

The following provides you with some sample questions and relevant information to use during your interviews with prospective ICF credentialed Coaches. Director, Coach Giving Leadership Portfolio will send you links to view and print bios of these Coaches.

Describe the steps in a typical coaching engagement.

Ask about what the coaching process looks like from start to finish. How?

What is the Coach's approach like? What is his/her philosophy or style? Does he/she have a process in mind? Does it seem relevant to your situation?

Make sure you understand what the coaching process looks like from start to finish. The Coach should be able to tell you step-by-step what they will do in each stage of the process. While the steps may not be completely linear, you don't want a Coach who cannot describe how they work. This includes reviewing and establishing your leadership goals at the beginning of the coaching engagement, regular progress check-ins and measuring results at the end.

Which kinds of clients have you worked with most? Which kinds do you work with best?

Consider whether the Coach's experience is relevant to your situation. How?

Notice whether the Coach understands how non-profit organizations or systems work. Whether the Coach is an expert in coaching, learning and change management. Be wary of anyone who says they work equally well with everyone. Either this Coach lacks self-awareness or is not being truthful.

Suppose I want to work on developing a <fill in the blank> skill, how would you help me develop that skill?

Or

I have an issue that is <fill in the blank>, what questions might you ask to help me resolve it?

How? Look for multiple approaches and flexibility in thinking. Does the prospective Coach suggest resources for learning? Will this person role-play through real situations?

Notice if the Coach has a style that works with yours and would challenge you to learn.

An effective Coach is not too prescriptive OR only asks questions. A delicate balance exists between offering a Coachee the answers and supporting him/her to figure out the answers for himself/herself.