

## PERSONAL ASSESSMENT FOR CREATING AWARENESS

**ICF Definition:** Ability to integrate and accurately evaluate multiple sources of information, and to make interpretations that help the client to gain awareness and achieve agreed upon results.

	Core Competency Markers	Examples	Rating 1-low 5-high
1	I make observations without attachment based on incongruencies, gaps, or patterns I observe in the client's narrative.	You said you're not really proud of achieving your Business degree, and aren't interested in celebrating it, and yet our culture celebrates this accomplishment with great fanfare. That's interesting. Say more about that.	
2	I share what I hear with the client in a way that seeks further input or exploration of capabilities, potential, and development edges.	You've used the word "frustrated" several times. What exactly is it about this situation that frustrates you? What happens to you when you become frustrated?	
3	I ask the client what he or she is experiencing inside, and what resources they could access.	What are you experiencing inside? If this situation was trying to teach you something, what would that be? What internal resources would you like to draw on?	
4	I ask questions about what the client is learning about themselves.	What are you learning about yourself in this situation? What strengths is it revealing? What weaknesses is it revealing?	
5	I ask questions that create relevance between their immediate experience and the bigger picture.	What relationship do you see between the situation you're now experiencing and your larger coaching focus?	
6	I ask the client questions about how they will apply the learning.	Based on what you've discovered in our conversation today, what action would you like to take?	
7	My communication has the potential to create new learning for the client.	What do you know now that you didn't know 60 minutes ago? What is significant about that?	
8	I model self-awareness by naming my own present moment experience.	As we begin our conversation I have to admit that I just received a disturbing phone call from my daughter about something she's going through. I'm being very intentional to focus on you and your situation. If I feel myself drifting, I'll tell you. If you sense that I'm not connecting, just say the word, "focus."	
9	I ask God-focused questions without attachment to create a new awareness of God's presence and work in the life of the client.	What has God been revealing to you about this? If you were to turn this situation into a prayer request, what would that be?	
		Total out of 45	