

Updated SCI Core Competencies

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Following a rigorous doctoral research period, SCi is announcing an updated Coaching 2.0 Competency Model. This competency model is based on the fundamental research by Dr Darren Stevens, his Coaching 2.0 practice, over 8,600 profile data points and the collective expertise of a number of SCi members. They represent the very best in Coaching 2.0 and the brand new standard of excellence in the coaching industry. This research demonstrated that much of the existing Coaching practices used over the last 25 years, are no longer valid as methods for vertical development today. In fact, any form of coaching that does not address the vertical nature of development should be considered a lesser form of talking therapy. Some new elements and themes that emerged from the doctoral research have been integrated into the SCi model. Unlike other coaching systems, the ethical approach of the SCi is inherent in the principles of vertical development Coaching 2.0, as is confidentiality. Given the zeitgeist for self-reflection, SCi focuses on the missing vertical elements of reflection for the client. The Coaching 2.0 interaction is approached from an entirely new angle, not used in other systems. These elements of constructionism and constructivism become important within a contextual awareness. These foundational components, combined with new emerging themes, reflect the key elements of the SCi Coaching 2.0 practice and serve as stronger, more comprehensive vertical coaching standards for the future. SCi is the next stage on from 3rd Generation Coaching, and the Stage-Coach Institute Core Competency model will go into effect immediately.

A. Foundation

1. Demonstrates Ethical Awareness

Definition: Understands and consistently applies Coaching 2.0 ethical standards:

1. Demonstrates personal integrity and honesty in interactions with clients, sponsors and relevant stakeholders
2. Understands clients' identity construction, environment construction, constructed experiences, temporary constructed values and limiting constructed beliefs.
3. Uses appropriate language when in developmental dialogue.
4. Abides by the SCi Code of Ethics and upholds the Core Values.
5. Maintains confidentiality with client information per GDPR laws (UK).
6. Maintains the distinctions between Coaching 2.0, consulting, psychotherapy, clinical psychology and other support professions.
7. Refers clients to other support professionals, including higher level MCO's within the SCi where appropriate

2. Embodies a Coaching 2.0 Mindset

Definition: Develops and maintains a Constructed mindset Awareness that is open, curious, flexible and Construction-centered

1. Acknowledges that clients are responsible for but not necessarily aware of their own choices
2. Engages in ongoing vertical development as an MCO
3. Develops an ongoing reflective practice to enhance their self-awareness as per CDT
4. Remains aware of and open to the influence of context and culture on self and others
5. Uses awareness of self and the client's Thinking Style to benefit client vertical growth
6. Develops the understanding that emotions cannot be regulated on behalf of others
7. Developmentally and vertically prepares for dialogue with client
8. Seeks help from higher level MCO's or the SCi when necessary

B. Co-Creating the Interaction

3. Establishes and Maintains Agreements

Definition: Partners with the client and relevant stakeholders to create clear agreements about the Coaching 2.0 interaction. Establishes agreements for the overall Coaching 2.0 interaction as well as those for each development session.

1. Explains what Coaching 2.0 is and is not and describes the non/process to the client
2. Reaches agreement about what is and is not useful in the interaction, what is and is not being offered via the Coachingn2.0 framework, and the mutual responsibilities
3. Reaches agreement about the guidelines and specific parameters of the coaching interaction such as logistics, fees, scheduling, duration, termination, confidentiality and inclusion of others
4. Partners with the client to establish an overarching Coaching 2.0 interaction
5. Partners with the client to determine client-coach compatibility based on the MCO framework unique to the SCi
6. Partners with the client to confirm their vertical development will begin with their construction of self
7. Partners with the client to define measures of success from a vertical development perspective
8. Partners with the client to manage the time and focus of the session
9. Continues the Coaching 2.0 methodology until the client gains sufficient awareness to render a next session moot
10. Discusses with the client the vertical growth achieved to date and to end the coaching interaction in a way that honors the vertical development

4. Cultivates Trust and Safety

Definition: Partners with the client to create a safe, supportive environment that allows the client to construct their thinking openly. Maintains an interaction of mutual respect and trust.

1. Seeks to understand the client's construction of self within their context, which will include their identity, environment, experiences, values and beliefs
2. Demonstrates the understanding that the client's identity, perceptions, style and language are functions of their level of construction and thus open to vertical growth
3. Acknowledges and respects the client's unique talents, insights and work in the Coaching 2.0 process, however, understands that they are meaningless in the context of the developmental dialogue
4. Shows support for the client in the developmental dialogue interaction
5. Acknowledges the client's expression of emotions, perceptions, concerns, beliefs and suggestions, especially when deliberately disrupted by the MCO
6. Demonstrates openness and transparency in the developmental dialogue

5. Maintains Presence

Definition: is fully conscious and present with the client, employing a style that is open, flexible, grounded and confident as per their level of self-awareness within CDT

1. Remains focused, observant and responsive to the client's unconscious construction of self
2. Demonstrates curiosity during the Coaching 2.0 development interaction
3. Demonstrates confidence in working with habituated client emotions during the Coaching 2.0 interaction
4. Is comfortable working in an unconstructed space of not knowing
5. Creates or allows space for silence, pause or reflection

C. Communicating Effectively

6. Active Listening

Definition: Focuses on what the client's construction of self portrays from a meaning-making perspective to understand what is being communicated in the client's context

1. Considers the client's construction of self in context, which will include their constructed identity, environment, experiences, values and beliefs to enhance understanding of what the client is capable of communicating at their level
2. Recognises and inquires when the MCO perceives there to be more to what the client is consciously communicating

3. Notices, acknowledges and explores the client's construction of self. Any emotions, energy shifts, non-verbal cues or other behaviours are inconsequential and fabricated
4. Ignores the client's words, tone of voice and body language to determine the full meaning of what is being communicated in favour of actually asking them their meaning
5. Notices trends in the client's construction of self, including habituated patterns across sessions to discern unconscious aspects of their construction from a vertical development perspective

7. Evokes Awareness

Definition: Facilitates client insight and vertical development by way of the Identity Compass profile tool as the foundational aspect of the client's construction of self.

1. Considers client construction when deciding which CI's will have the greatest impact on their vertical development
2. Challenges the client as a way to provoke awareness and insight through disruption
3. Asks questions about the client's construction from a position of their Awareness of their Intention in the moment.
4. Asks questions that help the client explore their construction of self beyond their current level
5. Invites the client to share more about their awareness of their construction in the moment
6. Notices what is working from a self-insight perspective for the client's vertical growth
7. Adjusts the Coaching 2.0 approach in response to the client's growing Awareness
8. Helps the client identify habituated patterns of thinking that influence current and future patterns of behaving with a view to increasing Choice in their Responses.
9. Invites the client to generate ideas about how their new construction of self will impact their future thinking and behaving
10. Supports the client in reframing perspectives from their new construction
11. Shares observations and insights without attachment, that have the potential to create vertical growth for the client

D. Cultivating Development and Growth

8. Facilitates Client Vertical Growth

Definition: Partners with the client to transform vertical growth via the Awareness Quotient and insight into action. Promotes client autonomy via the Coaching 2.0 process.

1. Works with the client to integrate new awareness, insight and vertical development into their newly constructed worldview and intentional behaviours

2. Partners with the client to determine vertical development aims, CI intervention actions and accountability measures that integrate vertical growth
3. Acknowledges and supports client autonomy as a result of greater self-awareness and responsibility
4. Supports the client in identifying Cognitive Intention changes that result in vertical development from identified Coaching 2.0 outcomes
5. Invites the client to consider how to move upward once they integrate the new CI balance
6. Partners with the client to summarise their vertical development outside the developmental dialogue interactions
7. Does not feel the need to celebrate the client's progress as it is inevitable
8. Agrees with the client when to close the dialogue down