

Level 3 Mastery Teaching Modules

Module 1 – Intro to Level 3 Mastery (1 CC, 2.5 R)

This module introduces participants to each other and sets the context for the course as a whole. Readings focus on the history of the ICF, antecedents of coaching in philosophy and psychology, critical perspectives on coaching, and the updated Core Competencies and MCC markers.

Module 2 – Ethical Dilemmas (3.5 CC)

Core Competency #1: Demonstrates Ethical Practice

This module reviews the ICF Code of Ethics and introduces real-world ethical dilemmas that go beyond any one 'right' answer. Participants learn a six-step process for resolving ethical dilemmas and do an advanced Coaching Ethics Audit in small group breakouts.

Module 3 – Career Development 1 (3.5 RD)

Resource Development

This module invites participants to see the MCC credentialing process as an opportunity to reflect on long-term career goals and aspirations. Using tools and templates that promote long-term thinking, participants set intentions for the next stage of their careers, and gain clarity and inspiration from each other in small group breakouts.

Module 4 – Growth Trajectories (3.5 CC)

Core Competency #3: Establishes and Maintains Agreements

This module introduces three different kinds of growth trajectory – linear, non-linear and exponential – using mathematical equations and graphs. Participants learn how to make powerful coaching agreements using this frame, and practice establishing agreements in small group breakouts.

Module 5 – Real, Ideal and Idealized Selves (3.5 CC)

Core Competency #3: Establishes and Maintains Agreements

This module introduces three different conceptions of self – the real, ideal and idealized self. Participants learn how to establish meaningful and motivational coaching agreements for both the engagement and the session, and practice working with the real, ideal and idealized self in small group breakouts.

Module 6 – Group Mentor Coaching #1 (1.5 CC)

Module 7 – Context and Identity (3.5 CC, 1.5 R)

Core Competency #4 – Cultivates Trust and Safety

This module introduces a tool to graphically represent a person's context and identity, mapping the most important people, places and things in their life, starting with three generations of their family history. Participants learn the theory and practice of genograms, and how to use genograms, implicitly or explicitly, to build a rich picture of the client's relational matrix. Participants map their own genogram, and practice using the tool with others in small group breakouts.

Module 8 – Attachment and Narrative (3.5 CC)

Core Competency #4 - Cultivates Trust and Safety

This module introduces three different attachment styles – secure, insecure-avoidant and insecure-ambivalent – and teaches participants how to distinguish between them. Participants practice different techniques for building trust and safety with all three attachment styles. They also learn how to identify a fourth attachment style – disorganized – and some of the challenges this style poses for coaches.

Module 9 – Trauma and Post-Traumatic Growth (3.5 CC)

Core Competency #4 - Cultivates Trust and Safety

This module helps participants become more trauma-informed, sensitive to adverse childhood experiences as well as systemic racism, sexism, homophobia etc. Participants engage with the latest research on trauma and post-traumatic growth, and develop their ability to cultivate trust and safety in difficult circumstances (which may include referrals to mental health professionals).

Module 10 – Group Mentor Coaching #2 (1.5 CC)

Module 11 – Non-Attachment and No-Self (3.5 CC)

Core Competency #5 – Maintains Presence

This module introduces Buddhist philosophy and psychology from a secular perspective for the purpose of better understanding coaching presence. Participants share their own understandings of presence as a coaching competency and receive feedback in small group breakouts.

Module 12 – Pragmatism and Democracy (3.5 CC)

Core Competency #5 – Maintains Presence

This module introduces American neo-pragmatism as a philosophy to support the development of coaching presence. Participants learn democratic dispositions that allow them to be present

to the full range of a client's experience, and practice their coaching presence in small group breakouts.

Module 13 – Group Mentor Coaching #3 (1.5 CC)

Module 14 – Listening for ... Transference (3.5 CC)

Core Competency #6 – Listens Actively

This module introduces transference as a means of accessing a client's hidden parts of themselves. Participants learn to distinguish between transference and reality, and practice coaching transference in small group breakouts.

Module 15 – Listening for ... Defense (3.5 CC)

Core Competency #6 – Listens Actively

This module introduces ten psychological defenses that inhibit the development of a productive coaching relationship. Participants learn to identify specific defenses, and practice listening for defenses in small group breakouts.

Module 16 – Listening for ... Values (3.5 CC)

Core Competency #6 – Listens Actively

This module introduces conflicting values as a barrier to progress in a coaching engagement. Participants learn the difference between morals, ethics and values, and practice listening for conflicting values in small group breakouts.

Module 17 – Group Mentor Coaching #4 (1.5 CC)

Module 18 – Awareness of ... Assumptions (3.5 CC)

Core Competency #7 – Evokes Awareness

This module teaches coaches how to use the coaching relationship to foster awareness of unconscious assumptions (blind spots and worldview). Participants learn how to surface their own and others' implicit biases, and in small group breakouts practice asking questions that evoke awareness of implicit bias.

Module 19 – Awareness of ... Parts (3.5 CC)

Core Competency #7 – Evokes Awareness

This module teaches coaches how to foster awareness of psychological parts in their clients, including the parts that seek growth and the parts that resist growth. Participants learn how to ally themselves with the parts that seek growth, and in small group breakouts practice asking questions that evoke awareness of parts.

Module 20 – Awareness of ... Aspirations (3.5 CC)

Core Competency #7 – Evokes Awareness

This module teaches coaches how to find the aspiration inherent in conflicting values. Participants learn a process for supporting their clients' aspirations, and in small group breakouts practice asking questions that evoke awareness of aspirations.

Module 21 – Group Mentor Coaching #5 (1.5 CC)

Module 22 – Commitment and Integrity (3.5 CC)

Core Competency #8 – Facilitates Client Growth

This module introduces a notion of integrity that focuses on making and keeping commitments. Participants notice integrity and lack of integrity in themselves and their clients, and in small group breakouts practice closing coaching sessions with awareness of integrity and commitment.

Module 23 – Career Development 2 (3.5 RD)

Resource Development

This module invites participants to prepare and receive feedback on their business communications, processes and procedures in preparation for the next stage in their coaching careers.

Module 24 – Individual Mentor Coaching #1 (1 CC)

Module 25 – Individual Mentor Coaching #2 (1 CC)

Module 26 – Individual Mentor Coaching #3 (1 CC)