

FAQ Document - Individual Mentor Coaching

Do I receive written or verbal feedback from my Mentor Coach?

- Yes, in fact, the answer is that you receive both written and verbal feedback.

How does the process work exactly?

- You may select any of the eligible certified mentor coaches located on the inviteCHANGE Dashboard, and conveniently schedule your verbal feedback session at the same time.
- The Dashboard offers an easy way for you to upload a client session recording and the system automatically transcribes the session for you.
- After your transcript is ready, you have very simple, highlight and annotation tools for your self-reflection. In that step you identify your demonstration of the various ICF Core Competency skills throughout the session transcript. You may also insert text with your questions and comments that you want your mentor coach to discuss with you.
- Once you save your work, the mentor coach receives a notification, and will access your work to add written feedback. This information updates dynamically and you may review it prior to your verbal feedback session.

How long does it take to get 10 hours of mentor coaching?

- The ICF requires that, at minimum, you are engaged in mentor coaching for a three month period.
- Practically speaking, there are two factors that determine how you answer this question.
 - .1. The mix of group and individual mentor coaching you prefer. The maximum group hours that ICF permits is 7. At inviteCHANGE, our group mentor coaching program occurs over a 5-week period. Then you may self-schedule the remaining three hours of individual mentor coaching.
 - .2. The pace of individual mentor coaching is tied to your pace of client coaching. You want to allow for six hours of client coaching practice following a mentor coaching session. For example, if you engage in client coaching at four hours a week, then you likely have two weeks in between individual sessions to allow sufficient time to practice, then select a new recording and prepare your self-reflection for the next mentor coaching session.
 - .3. You may see the combination of group and individual mentor coaching as outlined above is approximately 12 weeks or the 3 months minimum required.

If I need 10 hours of mentor coaching by the end of the year, how quickly can I get this done?

- Per ICF requirements, no less than a three month period.

Can I choose the Mentor Coach I want to work with?

- Yes and we encourage you to explore the written and video profiles on our website so you may identify individuals you feel resonate with your personality and style as a coach.

I don't generally record client coaching and I'm uncomfortable asking my clients to do that. Is there another way to do this?

- We provide you with a client coaching authorization form to support you in partnering your client with the process. Essentially, this form declares very clearly what the purpose

of recording is and the strict adherence to confidentiality that your chosen mentor coach abides.

- On a more practical level, here are the three ways we recommend coaches discuss this topic:
 - Recording sessions benefits the client because their experience in the session is so spontaneous that it's easy to miss some important learning insights and also to forget some of their commitments. Access to the recording of sessions keeps the session alive and is a value-add feature for your coaching service.
 - Recording sessions benefits the client through your reflection of practice. As you review the session, you are learning how to strengthen your presence and contribution with this client. Your commitment to excellence and professionalism includes a regular reflection on practice and shifting your way of working to optimize the partnership with the client.
 - Recording sessions benefit the client even further when you select a recording to share with your certified mentor coach. As you receive feedback for your development, you grow and expand as a coach, and that ultimately benefits the client experience.

How do I decide which Mentor Coach to choose?

- Be choosy, self-focused and discerning about your desired development.
- Choose the individual that you sense and/or intuit will cultivate safety for your vulnerability for that this the key to accelerate learning and development.
- You know yourself better than anyone else will. Give yourself time to consider your personality and preferred way of receiving feedback for improvement. Listen to the video of the certified mentor coaches for keywords that match how you want to engage.
- Conduct a self-assessment of your current coaching skill level versus the ICF core competency skills. Identify the areas you want to strengthen most. Listen to the video of the certified mentor coaches for keywords that match your desired focus. If you don't hear something specific, trust your gut and reach out for a conversation to aid your selection.

How long is each Mentor Coaching session?

- Per ICF requirement, 60 minutes.

Can I use these sessions to submit for my credential application too?

- The mentor coaching sessions satisfy the mentor coaching requirements and may not be repurposed for your client session submission in the credential application.
- As a practical matter, why would you? Your mentor coaching sessions focus on development. At the conclusion of your mentor coaching hours, your coaching is much improved and you want to select a new recording that demonstrates all that you have learned, as now integrated to your coaching practice.

How do I document this for my credential application/renewal to submit to the ICF?

- Your inviteCHANGE Dashboard provides you with a report indicating the occurrences of mentor coaching sessions and who the certified mentor coach was for each hour.
- The online application for your credential (new and renewal) asks you to identify how you worked with and for how many hours. That information is provided on the report.

FAQ Document - Individual and Group Supervision

What is different between individual and group sessions?

- Depth and intensity of personal attention is the primary difference.
- Both provide a basis to co-create the content and context focus for the exploration in sessions. In group sessions everyone learns regardless of the individual who may bring forward a specific client coaching 'case' as an example from which to consider opportunities to strengthen quality, ethical conduct and well-being.

Does my Coaching Supervisor listen to me coach someone?

- Generally no, as the focus in coaching supervision is on the entirety of your geocaching practice and how you are relating with it as a system and how the influences on your system are impacting your relating.
- You may from time to time use a client situation as a "case" to consider a pattern in your bias, preference, habit or beliefs that are common beyhona that one case for the purpose of placing the learning insight in context for yourself.

Can I count Coaching Supervision hours as CCEUs or Mentor Coaching hours for renewal or credentialing?

- Yes you may to a maximum between these two modalities of 10 hours in any 3-year renewal period.

What is the benefit of choosing Coaching Supervision?

- Primarily, strengthening you as a professional coach. The focus is upon your quality, ethical practice and well-being in your relationships with the entirety of your coaching practice.
- The experience of peer reflection in a safe partnership for self-discovery and learning supports you to resolve emotional barriers and mental blinders that may be evoking frustration, uncertainty, doubt and ruptures in client relationships.

Should you engage in Coaching Supervision if you are working toward your MCC?

- Any stage of coach development benefits from a well-trained coaching supervisor who supports you to see yourself, your motivations for how you relate and engage clients and your mindset for applying coaching with clients.
- The journey toward the award of the Master Certified Coach credential often surfaces personal development opportunities that are effectively supported by a coaching supervisor.
- However, you perceive some additional technical development in the ICF core competency skills may also be useful, then adding some time with a well-trained certified mentor coach who also possesses the MCC credential benefits our development greatly.

How do I decide which Coaching Supervisor to choose?

- Be choosy, self-focused and discerning about your desired development and support.
- Choose the individual that you sense and/or intuit will cultivate safety for your vulnerability for that this the key to accelerate learning and development.
- You know yourself better than anyone else will. Give yourself time to consider your personality and preferred way of receiving feedback for improvement. Listen to the video of the coaching supervisors for keywords that match how you want to engage.

- Allow some space for reflection on your practice. Identify the self-perceptions, emotions, sensations and wondering you have that may be causing you to hesitate and/or doubt your work. Listen to the video of the coaching supervisors for keywords that match your desired focus. If you don't hear something specific, trust your gut and reach out for a conversation to aid your selection.

Do I stay with the same Coaching Supervisor throughout all of my sessions?

- You may make this choice, or select different coaching supervisors so you may experience different styles and approaches to the development and support you desire.
- Our group coaching supervision programs occur over a five week period and are led by the same coaching supervisor for all the sessions.

How long does each Coaching Supervision session take?

- Sessions with a coaching supervisor vary based upon your co-created contract that explores the development and support you seek.
- Practically speaking, an individual session is usually 60 minutes. Group sessions are generally longer, and again this may depend on the size of the group and the style of supervision chosen as everyone co-creates the contract. Usually sessions are at least 90-minutes and may be as long as 3 hours.

Is Supervision required by the ICF?

- Coaching supervision is encouraged, and is not a requirement.
- Coaching supervision hours contribute to coaching professional development and may be included in the renewal application at any credential level for up to ten hours.