

**Differences between Mentor Coaching and Coach Supervision**

To further clarify professional coach mentoring and supervision, the ICFA Supervision Task Force has developed this matrix:

**Table Comparing Professional Mentoring Supervision**

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|  | **Mentor Coaching** | **Coach Supervision** |
| **International Coach Federation Definition** | For purposes of credentialing, mentor coaching means an applicant being coached on their coaching skills rather than coaching on practice building, life balance, or other topics unrelated to the development of an applicant’s coaching skill. | Coaching Supervision is the interaction that occurs when a coach periodically brings his or her coaching work experiences to a coaching supervisor in order to engage in reflective dialogue and collaborative learning for the development and benefit of the coach and his or her clients |
| **Purpose** | To reach a particular standard, or demonstrate specific coaching competencies and other credentialing requirements | To generate coach insights through guided reflective enquiry that will improve the quality of his or her coaching; and hence expand coach capability and confidence. |
| **Outcome** | Assessment | On-going support and development |
| **Timing** | Typically associated with a specific step in the coaches development, such as gaining a credential  ICF requires 10 hours over a minimum of 3 months, 3 of which must be one-to-one mentoring | Throughout the coaches professional life, to uphold the highest professional standards. The ICFA Supervision Task Force recommends 1 hour of 1-1 supervision for 20 client contact hours or 2 hours of group supervision for 20 contact hours |
| **Scope** | More specific | Broad ranging |
| **Role of** | Mentor Coach  Passing on specific coaching knowledge, skills and methodologies. Your mentor coach will:   * Encourage your growth * Listen actively * Provide timely advice * Deepen your insight with regard to your coaching knowledge and skills * Review your coaching in relationship to the ICF’s Coaching Core Competencies * Assist in identifying and solving problems around your overall coaching competency * Give support and guidance for your ICF application and exam * Guide you to extending your coaching comfort zone | Coach Supervisor  Guiding the coach discover ways of being more effective, observing and highlighting patterns. Your coach supervisor will:   * Encourage your growth and exploration of ideas and personal reflections * Listen actively * Provide timely advice and constructive feedback * Refine and expand your coaching knowledge, skills and practices * Further your insights, confidence and capability through guided reflective practice * Work with you overcome any dilemma or issues you identify in your coaching * Guide you to extending your coaching comfort zone |
| **Focus** | More focus on coaching skills and demonstrating capability. Less focus on client interaction. | More focus on coaches thinking and metamodels (around their self-confidence, their self awareness, relational and contextual awareness) and its impact on clients. Strong focus on client interaction. |
| **Qualifications Required** | For ICF purposes the mentor coach is required to hold an ACC, PCC, or MCC Credential and be a member in good standing. In 2014, a Credentialed Mentor Registry will be introduced by the ICF.  ICF Australasia recommends that the mentor coach also be, if possible, an ICF assessor, a teacher of the ICF core competencies to coaches in training and have a track record of coaches they have successfully mentored through the credentialing process | While the ICF supports specific training for Coach Supervisors they recognise there is a limited number of trained coach supervisors and have suggested the following minimum requirements.   * Be an ICF member which implies that the Coaching Supervisor is familiar with and abides by the ICF Ethics and Standards and * Not be under any sanctions from the ICF Independent Review Board for violations of ethical conduct and * Be an experienced, mature, preferably credentialed coach – at least 3 years FTE practice and * Has continued expanding exposure to and knowledge of coaching approaches beyond their original coach training. |

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