

Listening, Learning and Growing the Global Coaching Community

ICF Job Analysis 2018-2019

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Why conduct a job analysis?

- Tasks performed by high performing job incumbents
- Knowledge, Skills, Abilities, Other Characteristics (KSAOs) necessary to perform tasks
- Utilize Subject Matter Experts (SMEs)
 - Need diversity in geography, gender, education, etc.
- Use globally accepted practices for job analysis
- Update every 5-7 years

Why is job analysis important to ICF?

- Investment in excellence
- Reflection of current best practice in coaching
- Rigorous validation of coaching knowledge and skills that distinguishes ICF coaches

The *HOW* of job analysis

- Designing measures for complex communications and cognition
- Ensuring broad representation and participation across the profession
- Validation of research findings to ensure accuracy

Completed Activities

- Literature review
- Semi-structured interviews with experienced coaches
- Reviews of selected coaching sessions
- Critical incident workshop
- Analysis of critical incidents
- Task and Knowledge, Abilities, and Other characteristics (KAOs) workshop
- Task and KAO survey and linkage
- Core competency review workshop
- Technical report

Workshops & Research Survey

- Critical Incident Workshop
- Task and Knowledge, Abilities and Other Characteristics (KAO) Workshop
- Task and KAO survey
- Task and KAO Linkage Workshop
- Core Competency Review Workshop

Themes I

- Ethical behavior and confidentiality are paramount
- Expansion of coaching agreement
 - Organization
 - Overall client engagement
 - Session
- Enhancement of partnership concept
 - Client's equal voice
 - Mutual accountability

Themes II

- Concept of professional development & reflective practice
 - Reflection, self-regulation
- Integration of client context and culture
 - Includes family structures, values
 - Holistic view of client

Next Steps I

- Revisions to the Core Competency model
- SME reviews
- Recommendation to the ICF Global Board
- Communications to ICF members and other stakeholders

Next Steps II

- Updated credential assessment test blueprint
- Item development & validation
- Test construction
- Equivalence testing

Questions?

Thanks for joining us!

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