

Coach certification: More than a "MOT for Coaches"



Today, coaching has become an established way of being supported in one's advancement.

However, finding the "right" coach can be a challenge: coaches are a dime a dozen. The title "Coach" is neither protected nor state-controlled. Anyone can put the Coach sign on their door tomorrow and get started. So how do you know that a coach understands and has learned the profession?

Quality assurance through proof of competence

Fortunately, the coaching industry has created a tool for this: Coach certification by one of the coaching associations. To ensure the quality and competence of coaches, most of them require proof of training, practice, and applied competence:

1. Proof of successful completion of a **sound coach training**, which meets the quality criteria of the respective association in terms of duration, scope, and content. *This ensures that the coach*

understands and has learned the profession.

2. Proof of **substantial coaching practice**, because there are massive differences between knowledge and benefit, especially in coaching due to the interpersonal component. *This ensures that the coach has the experience to bring "real" clients forward.*
3. Proof of the successful passing of **competence tests**, often in the form of evaluated coaching sessions and knowledge tests. Both serve to check whether the coach has internalized the association's quality criteria and applies them in coaching. *This ensures that the coach is competent not only on paper but also in real life.*

Most coaching associations require their certified coaches to renew their certification after a few years. This makes the whole thing sound like a "MOT for coaches": Just like with a car, I have to go to a test station every few years to make sure

that the car is functional, roadworthy and meets all regulations.

Ongoing training as a requirement for recertification

But coach certification goes further: While between the car-MOT dates, no one has to be interested in what happens to the car (which is amazing when you see some wrecks with MOT stamps on our roads) most coach associations require that coaches continue to train themselves and document this training during recertification. The coaches are therefore forced to develop their coaching regularly and keep it up-to-date. Those interested in coaching can therefore always ask what a coach does for further development.

Different focuses depending on the client's wishes

While there are different providers for the car-MOT, they use the same set of rules. This is different with coach certification: although many of the quality standards of the associations are similar, they differ. For those interested in coaching, this means that they can choose the appropriate focus. An example: Does someone, because they are very active internationally, want an internationally certified coach whose certification is known and respected abroad?

Certification as investment protection

For many people interested in coaching, there is another aspect that stands in the foreground: coaching is a substantial investment in time, money, and opening up their own person. Accordingly, they want to reduce the risk of a bad investment. Certification can play a crucial role here, as it ensures that quality is a key aspect for coaches. Accordingly, coach certification is also investment protection.

About Felix Müller, Coach



As a coach, Felix Müller supports leaders in their transition to new roles and positions, in overcoming challenges and taking advantage of opportunities. The combination of 25 years of leadership experience, business studies at top Swiss and US universities and coaching studies in Great Britain make him a coach with leadership experience who uses scientifically based approaches to help his clients move forward. His coaching quality is certified by the world's largest coaching association ICF. He coaches and trains in German, English, and French, virtually, on site and in a hybrid form. He also likes to coach in early mornings, evening and on weekends when his clients have time and leisure for further development through coaching.

For further information, visit his website at www.felix-mueller.coach