



Introduction

The list that follows is a sampling of some of the many skills and competencies in a Co-active Coach's tool kit. Some competencies may develop quickly for you and some may require more practice. Pick a new competency each day and try it out with colleagues, clients and friends and notice the impact on you and them. If you wish, you can rate your current level of competency with each skill as low, medium and high to help you focus on the skills that need more practice.

Competency Practice Grid

Skill	Rating			Impact
	L	M	H	
Accountability				
Acknowledgment				
Articulate What is Going On				
Asking Permission				
Bottom-Lining				
Challenging				
Championing				
Dance in the Moment				
Enrollment				
Hold the Client's Agenda				
Holding the Focus				
Inquiry				
Intrude				
Intuition (Blurting)				
Metaphor				
Meta-view				
Powerful Questions				
Reframing				
Requesting				
Take Charge				