

## 5 Questions to Ask when Choosing a Coach Training Program

There are quite a few coach training programs out there. Coach training is a valuable experience both professionally and personally. This could be a major career choice for you or simply a way to improve the quality of your life. Coach training programs vary in style, approach and how the training is delivered. There are many areas to consider in choosing a coach training program. The following five key questions will help guide you in your exploration.

1. Is the program online or in-person/experiential? Online coach training programs are designed to be convenient. If you have limitations to your schedule an online course can provide flexibility. An online program is also ideal for people who like to work by themselves. With an in person program you get an “experience” of coaching which strictly online programs do not offer. Face to face training provides a powerful introduction to the techniques and skills of coaching. At CTI the focus is on participation and practical experience rather than lecture, with numerous opportunities to coach and receive feedback on your newly acquired coaching skills. The experiential learning process begins from day one in small groups of no more than 26. This form of learning is engaging, fun and increases retention from the typical 20% to about 80%.
2. What is the financial commitment? Cost plays a big role in any major life decision. In choosing a coach training program find out as much as you can upfront. How much does it cost, is there a payment plan, etc. Make sure there are no hidden costs. See how flexible the coach training provider is about financing. CTI offers a full money back guarantee. If for any reason you feel you do not receive value from the course you can request a full refund. CTI also offers pay as you go payment plan options for all of its course offerings. Look for these types of options while comparing different coach training programs.
3. What are the standards? You want to make sure the program you are looking into is International Coach Federation (ICF) approved. Having a credible and accredited program is very important if you want to become a Certified Coach and plan to work with others as a coaching professional. The ICF was established in 1995 and is the leading organization in coach accreditation. CTI’s founders were involved in the inception of the ICF and helped develop the framework of coaching competencies and ethics. CTI was the very first coach training organization to be accredited by the ICF. CTI offers a Certification Program that is an ICF Accredited Coach Training Program (ACTP).
4. Who are my teachers? Who will be training you is an important piece of the puzzle in choosing a coach training program. Find out if they have a successful coaching practice themselves. You want to learn from someone who is successfully doing what you want to do. Find out as much as you can about who they are online or request bios from the coaching training organization. You want to work with an avid professional who has extensive experience in coach training. It is important that your leaders are accredited ICF professional coaches. Every CTI® leader has

completed a Core Curriculum, Certification Program, and intensive year-long Co-Active Leader® Program. After a subsequent rigorous leader audition, selected leaders must also complete a six-month series of advanced coaching and leadership practicum while maintaining an active coaching practice. You want leaders with this type of dedication in a coach training program.

5. What is their philosophy about coaching? Finding out the approach the coach training program takes is essential in knowing if it is the right fit for you. See if the philosophy of the program is aligned with your own values. There are different approaches to choose from. CTI uses the Co-Active model in their training. The Co-Active Model is a tried-and-true approach that provides a powerful process for engaging with others and is supported by current scientific research and adult learning models. CTI's program is built on the cornerstone that we are all naturally creative, resourceful and whole and that we all possess the capacity for knowing what is best for ourselves. From this place, the Co-Active Coach comes from a place of authentic being, listening and encouragement, to uncover the best in their clients, themselves and others.

At CTI the Certification Program begins the road to mastery as a Co-Active Coach®. This in-depth six-month program is recognized as the most rigorous in the industry and includes hands-on coaching, ongoing group work and one-on-one supervision of actual coaching sessions. After successful completion of the program, students are eligible to take the written and oral certification exam, with the goal of becoming a Certified Professional Co-Active Coach® (CPCC).

You are embarking on an exciting adventure! Finding the right coach training program is not an exact science. Use your intuition in the process as well. It is important to feel right about the program before committing to it. This is pivotal to your experience and potential success. Remember - knowledge is power; find out what you need to know and ask the right questions.