

ICF Core Values

Preamble

The ICF Code of Ethics is based on the ICF Core Values of Professionalism, Collaboration, Humanity, and Equity". The actions that flow from these Core Values are described as 'the Ethical Principles'. All Ethical Principles are aspirational and serve as a way to understand and interpret the ICF Core Values.

As ICF Professionals, we aspire to uphold these universal values. Our values also serve to unite all ICF Coaches around the globe. ICF Professionals ensure professional and personal conduct is consistently aligned with the ICF Core Values. As professionals, we use the 'coaching mindset' of being open and non-judging in all interactions and accept our duty to speak up and make our voices heard when we witness any behavior that goes against the ICF Core Values and the ICF Code of Ethics.

Professionalism: A commitment to a coaching mindset and professional quality that encompass responsibility, respect, integrity, competence, and excellence.

I demonstrate professionalism by:

- Ensuring my professional conduct is consistently aligned with the Value of humanity and the coaching mindset competency in all my interactions.
- Being true and accurate in my statements.
- Committing to my life-long professional learning and personal development.
- Supporting ongoing personal and professional development of my clients, students and ICF professionals.
- Delivering on my commitments.
- Being aware of ethical dilemmas and issues and responding with adherence to the ICF Code of Ethics.
- Adding to the knowledge base and sharing expertise and skills as described in the ICF Core Competencies.
- Being resilient and confident when faced with challenges.
- Behaving with respect and transparency in all business dealings related to coaching.
- Making clear and accurate representations in all my interactions in relation to coaching
- Committing to honesty, courage, consistency of action, ethical practice, and the highest standards for ICF and the coaching profession.

Collaboration: A commitment to develop social connection and community building.

I work collaboratively by:

- Making commitments and progress towards promoting professional coaching through fostering joint creativity and resourcefulness.
- Partnering with others, both within and across multiple social-identity groups.
- Being mindful and intentional in my own participation while working in any collective effort.

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- Cooperating with other ICF professionals working with Client(s) and Sponsor(s).
- Partnering and communicating with related professions, associations and people in other coaching organizations and professions.

Humanity: A commitment to being humane, kind, compassionate, and respectful towards others.

I demonstrate humanity by:

- Accepting that as humans, I am not meant to be perfect and with a coaching mindset expressing imperfections is an opportunity for me to spread a culture of openness and self-acceptance.
- Knowing I always have more to learn and being open to other points of view.
- Creating authentic relationships that support honesty, transparency, and clarity.
- Continuously seeking and developing self-awareness.
- Being willing to acknowledge and own my mistakes.
- Accepting responsibility for my actions and learning from them.
- Being modest about my achievements.
- Avoiding any behaviors or communication that suggest superiority in any way.
- Committing to inclusivity, dignity, self-worth, and human rights.

Equity: A commitment to use a coaching mindset to explore and understand the needs of others so I can practice equitable processes at all times that create equality for all.

I am equitable by:

- Recognizing and respecting all identity groups and their contributions.
- Treating everyone with the same dignity and sense of fairness.
- Bringing awareness to systemic patterns of conscious and unconscious biases in my own self and in others.
- Exploring to understand and bring awareness to social diversity, systemic equality, and systemic oppression and how they show up in the coaching profession.
- Maintaining equality and partnership in all of my coach-client, trainer-student, mentor-coach and supervisor-coach relationships.