



Coaching Code of Ethics

1. DEFINITION OF COACHING: For the purposes of defining professional coaching, we have adopted the following ICF definition: *Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.*

In addition, Christian coaching is done from a Biblical perspective. The coach might integrate Biblical principles, draw from Scripture, or take time during the session to pray with the client or clients. In Christian coaching, coaches can help individuals, or couples find God's vision for their life or marriage and overcome the obstacles that keep them from living it out. Christian coaching often involves helping to move people from where they are now to where God wants them to be.

- 2. INTEGRITY IN COACHING:** Coaches will accurately and honestly represent their relevant professional qualifications, the professional body to which they belong, experience, training, certifications and accreditations to clients, sponsors, and colleagues.
- Clearly communicate the **distinctions** between coaching, consulting, pastoral counseling, discipleship, psychotherapy, and other support professions.
 - Refer client to another support professional as needed, knowing when this is needed and the available resources to help them.
 - In the case of dual roles, for example where the coach is also a pastor or counselor, provides a clear differentiation between such services and gives full disclosure of expertise, credentials, or education regarding such services.
 - Coach sets fees for services that are fair, customary, and reasonable, according to the services contracted and time performed, and with due regard for the client's ability to pay. Coach avoids all deception, confusion, and misrepresentation about fees, inability to accept insurance, and financial relationships with clients and client systems.
 - Coaches clearly identify their credentials, qualifications, levels of training and certifications, and make potential clients aware of the nature and limitations of the coaching relationship.
 - Coaches should be in compliance with regulations based on state and credentials regarding the client's welfare and the risk for legal, ethical, spiritual, and interpersonal, problems. It is the Life Coach's responsibility to know these regulations and guidelines as outlined by the state or credential and to follow them.
 - Coach will not engage in romantic or intimate activities with those to whom they are currently providing support or have worked with in a professional role in the past two years.

3. NON-DISCRIMINATION IN COACHING: The ICCA prohibits discrimination in all its programs and activities based on race, color, national origin, gender, religion, age, and disability. Discrimination, as defined by the ICCA, occurs when a person or a group of people are treated less favorably than another person or group or denied the opportunity to participate freely and fully in activities of the ICCA because of race, color, national or ethnic origin; gender, religion, disability, or some other central characteristic.

4. REFERRALS IN COACHING: When indicated and if professionally appropriate, coaches may cooperate with other professionals to serve their client effectively and appropriately.

5. MAINTAINING CONFIDENTIALITY IN COACHING:

- Coaches are fundamentally prudent in the protection of the confidentiality rights of those with whom they work or consult. Coaches acknowledge that professional relationships, institutional regulations, and/or the law may establish confidentiality.
- Coaches will not discuss confidential information in any setting unless privacy can be assured.
- Coaches discuss confidential information only for appropriate professional, consultative, or scientific purposes and only with persons clearly concerned with such matters.
- Coaches will only disclose confidential information if the client or legally authorized individual has given express written consent.

6. SAFETY AND WELL-BEING IN COACHING:

- Each Coach must make an appropriate referral to a Mental Health Professional or Emergency Service Professional at an early point of recognizing situations in which clients may put their own safety or well-being at risk, or the safety or well-being of others at risk, and in severe situations the Coach must contact a Mental Health Crisis Service or Emergency Service on behalf of the client.
- Coaches must not attempt to diagnose or assess any mental health issue or specific problem where clients may put themselves or others at risk, but must act solely out of their personal experience, as coaches are not trained or licensed to make such diagnoses or assessments.
- Coaches must notify the appropriate authorities when a client discloses that they are harming or endangering another individual or group. The coach must also attempt to notify the person or group who is being harmed or endangered. The Coach does not need to discern if a mental health problem is present or in fact if the current or imminent harm is in fact illegal.
- I understand that information will be held as confidential unless I state otherwise, in writing, except as required by law to include: if I become a danger to myself or someone else, if I abuse a minor or an elderly person, if I am involved in a court case against my coach.

7. ONGOING LEARNING AS A COACH:

- Coaches need to keep themselves informed of new technologies, practices, legal requirements, and standards as are relevant to the coaching profession.
- Coaches have an ethical responsibility to their clients to be on the journey of learning new coaching skills and techniques.



INTERNATIONAL
CHRISTIAN COACHING
ASSOCIATION

[Full documentation of the American Association of Christian Counselors Code of Ethics can be found here.](#)