

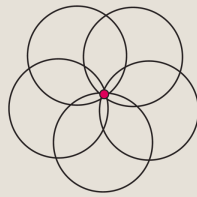


# CLEAR Change™ Coach Training Certification Program

**Level 1**



CLEAR Change™ is a trademark owned by Shadow Light Consulting Inc.



# WELCOME!

Thank you for your interest in ShadowLight's Level 1 CLEAR Change™ Coach Training Program. We're thrilled that you've decided to explore a Coach training certification with us!

This Level 1 Program was developed to help you become a Coach who supports your clients to achieve transformation and sustained change at the level of 'being'. This program has been designed to meet Level 1 International Coaching Federation (ICF) standards.

**Program Dates: October 2022 – June 2023**



---

# CLEAR CHANGE COACH TRAINING PROGRAM: LEVEL 1

The Level 1 CLEAR Change™ Coach Training Program is an all-inclusive coach training that prepares participants to coach at the individual and leadership levels.

## **Individuals who enroll in the Level 1 program typically:**

- Want to bring the coach approach to their work & leadership
- Learners are managers, leaders, solopreneurs, health & wellness practitioners, or teams.
- See coaching skills augment their current role
- Are looking for Professional Accreditation – Associate Certified Coach (ACC) Level Certification.
- Are interested in partnering with others to help with whole person change, improved relationships, more effective team performance, improved decision making, and greater success for personal and organizational change efforts

## **Participants who complete this program can expect to:**

- Feel confident to coach at the associate professional level and understand how to use these skills on a daily basis
- Coach successfully with the CLEAR Change™ model (connect, listen, explore, align, review) to facilitate change and accountability
- Articulate the value of coaching in their field of choice
- Experience increased self awareness, personal leadership, and communication skills

## **Participants who complete this program will leave with:**

- A minimum of 60 hours of coaching practice & 80 learning hours
- The Associate CLEAR Change Coach designation
- The CLEAR Change Coaching Skills certificate
- The opportunity to certify at the ACC Level with the International Coaching Federation\* (depending on coaching hours and performance evaluation)

\*See FAQs for full details.



---

# HOW WE ARE DIFFERENT.

Our Level 1 CLEAR Change™ Coach designation stands unique as a multi-disciplined approach to coaching for transformation and sustained change. You'll learn to support clients through a change framework that is built on principles derived from the fields of leadership, change, learning, psychology, and neuroscience.

As an Associate Coach, you'll support client experiences that allow for deep connection, measurable outcomes, enhanced self-knowledge systemic awareness, and a reliable system of accountability for action, growth, and transformation.

Our CLEAR Change™ coaching model is anchored in the framework of Whole Person intelligence™, an embodied approach to coaching. Through our proprietary process, you will use a consistent methodology of discovery that safely supports an individual to move from where they are now to where they want to be.

"CLEAR Change™ coaching honours individual choice and respects a client's unique Whole Person intelligence™."

Jenny Swim, Chief Coaching Officer





# WHAT TO EXPECT



- over 48 hours of live training from masterful International Coaching Federation certified Coaches
- 14 hours of live coach support – one on one, group, and observed
- specific feedback and learning from your assigned, one-on-one Mentor Coach (Professional Certified Coach/Master Certified Coach)
- find all program resources and additional learning in a one-stop, online learning portal
- thrive in a highly responsive and supportive community
- understand and experience the ShadowLight™ methodologies to become an Associate CLEAR Change™ Coach
- readiness to use your skills and coach in support of your ICF ACC designation while you master all the required ICF core competencies for certification
- successful completion of Level 1 provides participants the opportunity to continue learning and apply for our Level 2 Program

A FEW THINGS PEOPLE WHO LEARN  
WITH US HAVE IN COMMON:

---

## THE CALL OF LEADERSHIP.

Our learners recognize the inherent benefits of supporting others to live or work from their place of Whole Person intelligence™. Our participants may be in private, public, corporate roles, or service providers who value and recognize a coach approach in their work.

## SELF-AWARENESS.

Our Coaches have learned to trust the wisdom of Whole Person Intelligence™ (WPI™) for themselves and their clients. They invite a connection for true presence which allows space for CLEAR Change™ listening to help the client discover their own path forward.

## COMMITMENT TO A LEARNING MINDSET.

Our learners are called to become Coaches who embody the CLEAR Change™ methodology in all aspects of their own life. Embracing this way of being ensures a learning journey that is self-authored in a compassionate way that delivers sustained change for their own transformation as Coach.





# LEARNING JOURNEY

## OCTOBER 2022 - JUNE 2023

---

### **MODULES\***

Launch Day - Oct 21

#1: Clear Change Coaching: Nov 14-17

#2: Listening & Whole Person Intelligence™: Jan 3-21

#3: Deep Dive: March 4, 11

#4: Appreciating Diversity: Apr 11

#5: Evaluation & Celebration: June 3

\*dates subject to change

### **SCHEDULING AT A GLANCE:**

Learning Schedule includes 1 full launch day and 4 day immersive module. All subsequent learning will be scheduled on Tuesdays: 7 - 9 pm EST and Pod learning on either: Thursdays 7-9:30 EST pm or Saturdays: 10am - 12:30 pm EST (Schedule confirmed on enrollment.)

[Click here to view the full calendar.](#)





# MODULES EXPLORED

---

## LAUNCH DAY

### **PROGRAM OVERVIEW**

Welcome to CLEAR Change™ Coaching  
Learning Mindset & Feedback  
Meet the Mentor Coaches  
Program Navigation

## MODULE 1

### **CLEAR CHANGE™ COACHING**

CLEAR Change Coach Model  
Coaching Demo & Practice  
ICF Ethics & Confidentiality  
ICF Coaching Competencies

## MODULE 2

### **LISTENING & WPI™**

CLEAR Change™ Listening Model  
WPI™ Model  
Coaching Mindset

## MODULE 3

### **DEEP DIVE**

Review Competencies & Evaluation Expectations  
Establishing & Maintaining Agreements



# MODULES EXPLORED

---

## MODULE 4

### **APPRECIATING DIVERSITY**

Diversity

Uncovering Unconscious Bias

## MODULE 5

### **COMPLETION**

Evaluation

Reflection

CELEBRATION!



---

# FOUNDERS & FACULTY



## **CEO & FOUNDER, ShadowLight Global & CCCTP™: Lisa Strogal, MCC, MBA, RYT**

As CEO and Founder of ShadowLight Consulting Inc., Lisa Strogal is part of the 4% of ICF Master Certified Coaches worldwide. This expertise blends with over 20 years of leadership and consulting experience at a variety of Fortune 100 companies. She thrived in corporate leadership positions, ranging from the C-suite to the front-line. Lisa blends her diverse background and knowledge for leaders, teams, and individuals to support Whole Person Intelligence™ for those who are willing to explore and challenge outdated paradigms, belief structures, and assumptions.

Doing the work at the subconscious level, her clients quickly build the competence and necessary awareness required to support goal achievement while integrating change at the conscious level. Her approach to life resonates through her calm, witty, and meaningful interactions.



## **CHIEF COACHING OFFICER & FOUNDER CCCTP™: Jenny Swim, BA, CCCP**

Jenny is a leadership and personal development coach, specializing in resilience and change at the individual level. Jenny's unique training ranges from nervous system regulation to leadership systems profiling and assessment. Her professional accomplishments include co-authorship of an international emotional wellness training, sold to a \$Billion-plus wellness company. She also co-developed and sold a coaching application that has been translated into multiple languages and has more than 10,000 paid downloads.

Jenny focuses on helping clients navigate and process underlying beliefs and stories that drive behaviour and affect results. Her Whole Person Intelligence approach to coaching fosters lasting transformation in individuals and organizations.

---





**FACILITATOR & COACH:**  
**Cecile Andreas, MD, PCC**

Cecile brings her experience as a physician leader, entrepreneur and service provider to her individual and team coaching work, with a focus on unlocking the potential in people, teams and organizations. She uses a strengths-based approach, believing that our best opportunities lie in developing from the places in ourselves in which we already have strong ability.

She is a Certified Daring Way™ and Dare to Lead™ Facilitator, who believes that values, leadership, courage and vulnerability are inextricably linked, and that we can only rise from our challenges if we are willing to walk through our stories and integrate the lessons in them.



**FACILITATOR & COACH:**  
**Martha Sales, BA, CEC, PCC**

Martha supports individuals to drive intentional results. She fosters clear understanding on pivotal issues. Her coaching evokes change and propels leaders to act more intentionally: to work by design, not by default.

To her coaching and facilitation Martha brings a strong complement of skills and her enthusiasm. Martha holds a Graduate Certificate in Executive Coaching from Royal Roads University (CEC), Advanced Coaching Skills in Team Coaching, PCC Credential from the International Coaching Federation (with hours for MCC Credential), a Certificate in Human Resources from Ryerson University, and a B.A. from Queen's University.



**FACILITATOR & COACH:**  
**Tami Dowler-Coltman, M.Ed, PCC**

Tami brings over 30 years of experience as an educational leader focused on ensuring that others are invited to build upon their creative capacity to inquire with deep curiosity; to think unconventionally; and to imagine and reflect on new perspectives and possibilities. She assists in uncovering the strengths of one's vulnerability and is fearless about diving deep below the surface of a moment in service to others. Her coaching is deeply rooted in a lifelong commitment to grow capacity, confidence, creativity and wisdom in those she journeys alongside. She cares deeply about cultivating a relationship that invites possibility or ellipsis thinking.

---



**FACILITATOR & COACH:**  
**Greg Dowler-Coltman, BFA, ACC**

For over 30 years, Greg worked professionally in leadership roles in live theatre and arts education before establishing a coaching and leadership development business alongside wife and partner, Tami. Leading with curiosity, he embraces life as an experiment, in which we are invited to listen deeply, examine courageously, explore perspectives and build empathetic narratives that reveal themes, patterns and possibilities. He aims to make use of the language of metaphor and story in order to encourage clarity of vision and wonder. Curiosity opens eyes to potential and can turn a landscape of impossibility to a limitless horizon where anything's possible.



**Program Manager:**  
**Laura Wadsworth, CCP, RYT, CMMT**

Laura brings over 25 years of experience teaching and leading children, teens, and adults in educational, volunteer, and business settings. She has demonstrated her talents for helping organizations identify and better achieve their purpose through aligning and standardizing internal processes in a variety of business and leadership positions. She embraces the CCCTP methodologies to witness positive change while coaching clients and is pursuing an increased understanding of Whole Person intelligence™ as applied to family systems. She brings heart, soul, and an unparalleled gift for process to support participants as they journey through the Program.



**CHIEF LIVING OFFICER:**  
**Christine Francoeur, CCP, RYT, CMMT**

The majority of Christine's professional career was in marketing, loyalty management, and business development with Canadian and US-based companies to assist them in strengthening their customer relationships while developing promotional opportunities to build new ones. Honouring her to call to be in service, she became a trained coach, registered yoga teacher, and certified mindfulness meditation instructor. These have informed her contributions at ShadowLight for leadership, teaching, and the development of ShadowLight Living for Whole Person Intelligence™ experiences, retreats, and workshop facilitation.

---

---

# SUCCESSFUL COMPLETION

At the end of this all-inclusive Program, you will be an Associate CLEAR Change™ Coach. To achieve this title, you will have completed all course work and passed a Performance Evaluation at the ACC level, plus 60 outside coaching hours that meet ICF requirements.

- 48.5 hours of LIVE Synchronous Learning
- 20 hours Asynchronous Learning
- 14 hours of Mentor & Observed Coaching
- 60 hours of independent coaching outside of the Program
- In addition, you will have the opportunity to apply for the ICF credential of ACC depending on the number of coaching hours completed and evaluation results.

At ShawdowLight, it's our mission to ensure you are prepared and ready to embrace a new way of being as an Associate CLEAR Change™ Coach. Our program leads the way with a commitment to more learning time, additional one-on-one mentor coaching hours, coach supervision, plus individual learning journey support.

We are dedicated to ensuring your success by providing you the support needed to have a sustained, positive, CLEAR Change™ learning outcome.



# ENROLLMENT

You've decided this program is for you! Here are the next steps for admission:

1. Complete application form and submit course fee.
2. Confirmation email of your acceptance will include a link to the ShadowLight Learning Platform.

The cost of the Program is \$6400 (USD). The following two payment options are available:

**BEST  
CHOICE!**

**SINGLE PAYMENT OPTION:  
\$6400 USD**

**DOUBLE PAYMENT OPTION  
TUITION: \$6700  
PAYMENTS: \$3,350 USD  
1ST PAYMENT: DUE AT ADMISSION  
2ND: September 21st, 2022**

**[CLICK HERE TO REGISTER](#)**





# WHY CLEAR CHANGE™ COACH TRAINING?

## FILIPE DOS SANTOS

Academic Strategy Services -LDAS - Learning Disabilities Association of Saskatchewan

"The CLEAR Change™ Coach Training Program has been extremely beneficial to our staff of ADHD coaches. Over the course of the program, I have watched our coaches grow in confidence and coaching skills, resulting in improved outcomes for our clients. As a leader, it has been extremely rewarding to participate in the program with my team and explore learning topics in conversations between sessions. CLEAR Change™ coaching has supported us in our efforts to implement a holistic approach to individual growth and client services."



## ROBIN JONES, LMT, HHC

Emotional Breakthrough Founder, Consultant, & Coach

"The CLEAR Change Coach Training Program has been a game-changer. As a seasoned coach for the past 13 years, my hope coming into this program was to learn more coaching tools and coaching frameworks/principles to enhance my practice. Little did I know that within the first month I would get my money's worth and learn a framework that I feel has been missing in the coaching world! Not only are we learning the ethics and competencies from the ICF, but exposed to a variety of expert guests and valuable feedback. The professionalism is next level. I'm grateful my ego listened to my heart on this one - my coaching will never be the same."



---

# QUESTIONS?

## GENERAL PROGRAM:

### What is the time commitment and structure for the Program?

This course is designed at the Masters Level with approximately 82.5 hours. The learning is divided into the following three categories:

- **Learning**– Learning Schedule includes 1 full launch day and 4 days of immersive learning for module 1. Please see Learning Journey for full details. In addition, expect approximately 30 minutes of asynchronous learning/week.
- **Practicing**– Mentor coaching and observed coaching
- **Applying**– 60 coaching hours are not included in the course hours but must be completed to obtain an ICF credential and the designation of Associate CLEAR Change™ Coach. Participants should plan to set aside additional time to find, schedule, and coach clients.

To provide participants with a broad range of support and learning opportunities, the Level 1 Associate CLEAR Change™ Coach Training Program (ACCCTP) utilizes a learning structure of Triads, Pods, and a Cohort.

1. **Triad** is a learning group of three that is participant led and provides practice, support, and accountability.
2. **Pod** is a learning group of 18. This is the small “classroom” that will meet for 2.5 hours/week during synchronous sessions. This group will be led by 2 facilitators who support and guide learning application and experience.
3. **Cohort** is the large learning group consisting of up to 5 pods. This group meets for 2 hours/week during synchronous sessions to learn from guest and expert facilitators. Utilizing a large cohort allows for diversity of training, learning, and interaction.

### What is the work commitment of the program?

Each student will have their own working/study style. Each month you can expect to complete approximately one module and practice along with its asynchronous learnings. The program is designed to give you the depth and experience needed to become a well-trained coach while also working within your busy schedule. As with any program of this nature, you will get out of it what you put into it.

---



---

# QUESTIONS?

## **GENERAL PROGRAM:**

### **How do I best prepare for the Program?**

Once you have been accepted into the program, we suggest the following preparation:

- Calendar your course time and have a plan to set aside time for class, asynchronous learning, and coaching sessions each week.
- Obtain a journal to record your personal discoveries that arise throughout the course (a participant workbook will be provided for each module).
- RSVP to synchronous learning on the events page of the learning platform.
- Spend time on the ICF website learning about the Core Competencies and ethics.
- Consider what you will do to support your whole person during this time.
- Begin to consider how you might get coaching clients to support your 100 hours of applied learning.

### **What is the Level 1 CLEAR Change™ Coach Program training program?**

Transformation occurs when approached from the outside-in (adult-learning design principles, experientially-based developmental process for individual/pod/cohort and is delivered in an inclusive, psychologically safe way) and the inside-out (explores and transforms personal paradigms/beliefs and there's room and time for discovery and application).

We believe in a learning design that favours experience and practice in a space of trust and safety.

### **What is your mission and vision for being a coach educator provider?**

We vision a world where coaches discover and trust their unique Whole Person Intelligence™ to enable self-authorship – both personally and professionally.

Our mission delivers an innovative coach education that connects the coach with their WPI™ in a safe and trusted environment.

### **What are the dates and locations of the program?**

The Fall 2022 Cohort will run October 2022 – June 2023. All training is held virtually. A full calendar can be accessed on the learning platform.

### **What languages is the program offered in?**

Currently English is the only language.

---

---

# QUESTIONS?

## APPLICATION, ENROLLMENT, & ATTENDANCE:

### **What is involved in the application?**

To enroll, complete our registration form. Following your submission of payment, you will receive a welcome email with access to the learning platform.

### **What is the payment process?**

The Program cost is \$6400USD. After you've been approved for the Program, you can choose from two payment options.

Single Payment Option: \$6400 is due at Program admission

Double Payment Option: Tuition is divided into 2 payments:

Payment 1: \$3,350 is due at registration

Payment 2: \$3,350 due September 21st

All tuition must be paid by September 21st, (30 days prior to the start of the program.) Please note: The ICF accreditation is separate and the cost of certification is NOT included in the cost of the program.

### **What is the cancellation policy?**

Once you are enrolled in the Program, you may cancel up to 1 week before the start date October 21st and your tuition is fully refundable minus a \$250 administration fee. Once the Program has begun, we do not refund tuition, but can work with you to postpone learning to a more suitable time.

---

# QUESTIONS?

## **APPLICATION, ENROLLMENT, & ATTENDANCE – con't:**

### **What if I miss a class?**

We understand that life is always happening. If you must miss a class, please reach out. We will work with you to make up a session. If you need to miss multiple sessions, we can assess how much you'll miss and perhaps move your learning to a better time. Another aspect of missing classes means you may miss mentor feedback. CCCTP™ is the all-inclusive program in that Group and Individual Mentor Coaching sessions are part of offering and have been carefully added to the schedule to meet ICF requirements. Due to the difficulty of replicating a Group Mentor Coaching Session, you will be responsible to pay an additional fee to cover the cost of an individual mentor coaching session should you need to miss a Group Mentor Coaching session.

### **My schedule has changed, and I can no longer meet with the group, can I take the class independently?**

This course has been designed for group learning. We are happy to discuss an option to postpone learning to a better time.

### **What if I have a medical or other emergency?**

In the case of a medical or other emergency, please contact us to discuss how we might support you.

### **What if I decide this course is not a good fit for me? Can I get my money back?**

Tuition cost will not be refunded once the program has started. We are always happy to work with you to postpone learning to a better time.

---

---

# QUESTIONS?

## **APPLICATION, ENROLLMENT, & ATTENDANCE – con't:**

### **I want to participate but do not have internet access, can I call in to the synchronous learning sessions?**

The synchronous learning sessions are held via Zoom. Our synchronous and asynchronous learning can be accessed via the phone. You will want to have camera access, as we will use learning approaches that require camera use.

### **Will there be tests throughout the course?**

We will provide opportunities for reflection as well as assignments that advance learning. We do not have traditional 'tests' that will be graded throughout the course. At the end of the course, you will have a coaching assessment as part of your certification requirements.

## **CERTIFICATION & COMPLETION:**

### **What certificates/certification/designations can I get from this course?**

Participants who complete the Level 1 CLEAR Change™ Coach Training Program will have the opportunity to qualify for the following certificates:

- CLEAR Change™ Coaching Skills Certificate: Completion of the course. No designation associated with completion.
- Associate CLEAR Change™ Coach (ACCC): Completion of the course, 60 coaching hours, performance evaluation at the ACC level. This will enable you to use the ACCC designation as a form of recognition behind your name.  
e.g. First Name, Last Name, ACCC (Associate CLEAR Change Coach)
- ICF ACC Level Coach: Completion of the course, 100 coaching hours, performance evaluation at the ACC level, ICF application. \*ICF credentials must be obtained through the International Coaching Federation (ICF).
- ICF PCC Level Coach: Completion of the additional learning hours in the Level 2 course, 500 coaching hours, performance evaluation at the PCC level, ICF application. \*ICF credentials must be obtained through the International Coaching Federation (ICF)

\*Further information can be found on the ICF website: [www.coachingfederation.org](http://www.coachingfederation.org)

---

---

# QUESTIONS?

## **CERTIFICATION & COMPLETION – con't:**

### **Do I have to certify with ICF?**

You are not required to certify with ICF. However, our course intention is to have you well prepared, should you desire the certification.

### **Does ShadowLight help me find employment once the course is over?**

ShadowLight is not involved in job placement, nor do we guarantee work. However, participants will have great opportunities for networking with each other!

### **What is mentor coaching?**

The ICF defines mentor coaching as “coaching and feedback in a collaborative, appreciative and dialogued process based on an observed or recorded coaching session to increase the coach’s capability in coaching, in alignment with the ICF Core Competencies.

Mentoring provides professional assistance in achieving and demonstrating the levels of coaching competency and capability demanded by the desired credential level. Mentor Coaching should take place over an extended time (three-month minimum) in a cycle that allows for listening and feedback from the Mentor Coach while also allowing reflection and practice on the part of the individual being mentored.” In alignment with ICF’s standard, CLEAR Change™ Coach Training Program mentor coaches have received a PCC or MCC level coach accreditation with the ICF.

### **What is observed coaching?**

The ICF defines observed coaching as “sessions in which a participant is coaching any client, fellow participant or another person as a method for practicing their coaching skills. Observed coaching sessions are observed by an instructor/observer who is responsible for providing written feedback to the participant, noting the participant’s use of the ICF Core Competencies in the coaching session. These sessions may be observed live or through a recorded session. Observed coaching sessions count as part of the total instructional hours of the program.”

---

---

# QUESTIONS?

## **CERTIFICATION & COMPLETION – con't:**

### **What is an ACC?**

An ACC is an Associate Certified Coach with the International Coaching Federation (ICF). To learn more, visit: <https://coachingfederation.org/credentials-and-standards/acc-paths>

### **What is a PCC?**

A PCC is a Professional Certified Coach with the ICF. The Level 2 CLEAR Change™ Coach Training Program is designed to certify coaches at a PCC level. To learn more, visit: <https://coachingfederation.org/credentials-and-standards/pcc-paths>

### **What is a course that has “been designed to meet the ICF Level 1 requirements?”**

This indicates that the course is designed to meet the ICF Level 1 requirements but has not yet been formally accredited by the ICF. ShadowLight is in the process of accrediting this course. When accreditation is obtained, program participants will receive their certification of completion for an ICF accredited Level 1 program. ShadowLight agrees to abide by the standards and ICF Coaching Education Accreditation Code of Conduct.

### **Am I able to start coaching as soon as the program starts?**

Yes! In fact, we encourage you to begin coaching and gather as much experience as possible. You can indicate to clients that you are a student coach. Be sure to track your coaching hours in the ICF log that is provided under “ICF Certification Information” on the learning platform.



---

# QUESTIONS?

## **CERTIFICATION & COMPLETION – con't:**

### **Does ShadowLight provide coaching clients for my coaching hours?**

ShadowLight does not provide coaching clients. As part of your learning, you will be able to effectively communicate what coaching is and isn't when approaching people for coaching.

### **Who can my coaching clients be?**

A coaching client is anyone with whom you have established a coaching agreement. We encourage you to consider the ICF code of ethics when choosing clients who will be a good fit. <https://coachingfederation.org/ethics/code-of-ethics>

### **What are coaching hours and how do I track my coaching hours?**

According to the ICF, "Applicants for the ICF ACC, PCC and MCC Credentials must meet designated coaching experience requirements for eligibility. Specific requirements vary by credential level. ACC candidates are required to document at least 100 hours (75 paid) of coaching experience with at least eight clients following the start of their coach-specific education or training. At least 25 of these hours (paid or unpaid) must occur within the 18 months prior to submitting the application for the credential." Existing hours of an ACC, can accumulate towards a PCC when all other requirements have been attained. PCC Candidates are required to document at least 500 hours. As soon as you begin a coach training program, you are able to begin tracking hours towards your goal.

---

---

# Questions?

## **CERTIFICATION & COMPLETION – con't:**

### **What is a performance evaluation?**

A performance evaluation is an opportunity to measure progress of observable coaching competencies. This evaluation takes place at the end of the program. You will upload a 30-minute recorded coaching session of your choice to the learning platform for evaluation. It is our goal that you will feel very prepared when this moment arrives! While we do recommend submitting a session towards the end of your training, you are welcome to submit a session that was recorded during the Program's duration.

ICF provides the following “Level 1 accredited providers must administer a final performance evaluation in a formal testing environment. The final performance evaluation must, at a minimum, contain an actual observation of coaching at least one half-hour (30 minutes) to one hour in length which is graded as a final performance evaluation.

The performance evaluation must be graded at or above the ICF Credential ACC level, which is described in the minimum skill requirements for ACC. Participants must receive written feedback/scoring for their performance evaluation that provides information regarding their performance on each of the ICF Core Competencies. Performance evaluation reviewers must hold an ICF Credential at the PCC or MCC level and competently understand the ICF Core Competencies and Code of Ethics.”

### **What do I need to consider as I prepare for my performance evaluation?**

First off, please don't stress! You will have many opportunities to practice demonstrating the coaching competencies and will receive feedback and support. You will also be assigned to a mentor coach who will be able to help you navigate any questions or concerns. In addition, the ICF has informed the following: "The performance evaluation must be an actual coaching session between you and a paid or pro bono client (not part of coach training). The client may not be a coach unless they are a regular client."

---

---

# Questions?

## **CERTIFICATION & COMPLETION – con't:**

### **What if I do not pass the performance evaluation at a ACC level?**

You will be well prepared to take the coaching evaluation. In addition, you will be connected with a learning community that can provide support. The CCCTP provides mentor coaching hours to support a learning experience that engenders trust, expands awareness and creates choice. This coaching support moves individuals from reflection to application. If you do not pass the Level 1 CLEAR Change™ Coach Training Program evaluation at an ACC level, you will have an opportunity to schedule a subsequent evaluation at an additional charge (pending ShadowLight accreditation). Contact your facilitator for more details.

### **How do I contact someone at ShadowLight if I have questions about the program?**

We have attempted to provide answers to the most frequently asked questions in this FAQ. However, if you have additional questions, please contact: [coaching@shadowlightglobal.com](mailto:coaching@shadowlightglobal.com)