



September 22, 2007

Dear Claus Spangenberg:

Congratulations! Your application for the designation of Associate Certified Coach (ACC) has been examined by our Application Review Committee and approved.

Therefore, the ICF is delighted to award you the ACC credential in recognition of your training, experience and competency.

Your highest scores were in the competencies of: Establishing the Coaching Agreement, Establishing Trust and Intimacy with the Client, Coaching Presence, Active Listening, Powerful Questioning, Direct Communication, Creating Awareness, Designing Actions, Planning and Goal Setting, and Managing Progress and Accountability.

Your Assessor provided these observations in relation to the ICF Core Competencies:

Establishing the Coaching Agreement

Clarified and set focus of session with the client. Expectations were clear and professionally set.

Establishing Trust and Intimacy with the Client

Remember to reference confidentiality (though it was clearly inferred).

Coaching Presence

Easy way of being and gentle presence. Really flexed with the client. Very present, responsive and competent.

Active Listening

Listened between the lines. Accessed clarity on vision as well. Very curious energy developed as the session progressed

Powerful Questioning

Questions were right on the money. Created and explored the context as well as curiously exploring the vision and goals with the client.

Direct Communication

Very empowering in reflections and acknowledging of the client. Also, reflecting was powerful. It was clear he really got the client.

Creating Awareness

Good work on assisting the client to integrate what they had in place already, in relation to their goal. Also, on what was even more possible. Stretched the client.

Designing Actions

The dance between the coach and client here was inspiring. Actions were discovered and designed that created on going learning as well as progress toward the desired goal. Excellent.

Planning and Goal Setting

Assisted client in determining how to implement the plan of action. Confident and competent.

Managing Progress and Accountability

Set up accountability to the desired actions really well!

Your assessor issued the following analysis of your strengths:

1. Good questions. Created and explored context and vision with the client.
2. Very easy and warm presence that contributed in creating a safe environment for the coaching.
3. Masterful recapping, designing actions and accountability with client.

For your future professional development, the ICF would recommend that you continue to work with a mentor coach focusing on the competencies.

For your work toward mastery, your assessor provided the following recommendations:

1. Remember confidentiality when setting up the session.
2. Perhaps be curious a bit longer in the beginning, (though overall, you became more curious as the session continued.)

You should feel proud of your accomplishment and this major milestone in your career as a professional coach. We wish you continued success and good fortune.

Your certificate of designation will be forwarded to you within 4-6 weeks and, again, congratulations!

Thank you,
ICF Application Review Committee