



## Associate Certified Coach (ACC) Accredited Coach Training Program Guide to Applying Online

Dear ACC Credential Candidate:

Congratulations on your recent accomplishment as a certified graduate of an ICF Accredited Coach Training Program (ACTP). You have achieved a significant milestone in your career as a professional coach. In recognition of your accomplishment, the ICF invites you to join an elite group of coaching professionals by applying for the Associate Certified Coach (ACC) Credential.

As an ACC, you will benefit from your personal commitment to professionalism and your ICF Credential will demonstrate your commitment to the public and employers.

**Here are four documents you will want to read thoroughly before you begin the online application.**

1. Coaching Core Competencies

<http://www.coachfederation.org/research-education/icf-credentials/core-competencies/>

2. Definitions and Terms

<http://www.coachfederation.org/research-education/icf-credentials/become-credentialed/>

3. The ICF Code of Ethics

<http://www.coachfederation.org/ethics/>

4. Minimum Skill Requirements for ACC

<http://www.coachfederation.org/includes/media/docs/icfaccexampassagestandardswithchanges1.pdf>

If you have questions once you have read these documents, please e-mail us at [icfcredentialing@coachfederation.org](mailto:icfcredentialing@coachfederation.org). Please keep a copy of your application and supporting documents after completing the online application. While it is important that you fully document your experiences, do not upload extra documents.

Once again, congratulations on passage of your ACTP program's final exam and the completion of your program's certified graduate designation. Thank you for your commitment to professional standards for coaching through your education and your application for the ICF **Associate Certified Coach** Credential.

We congratulate you on your decision to take this important step in your career.

Regards,

The ICF Application Review Committee

*Thank you for taking the time to submit your online application! We applaud your commitment to personal excellence and to the coaching profession at large.*

Thank you for taking the time to review this guideline before completing your online application. Please use the “**Online Application**” steps as reference for the online application. These will be noted with the computer image below.



The additional information is to help guide you through the documentation you will need for the online application.

Applicants must prove they fulfill the requirements for the ACC Credential. **The ICF will not review incomplete applications.** All uploads must be prepared and submitted with your online application. If upon review, the ICF Application Review Committee requires additional explanation of your documentation, this may extend the processing time of your application.

### The Following Checklists will Aid in your Online Application Process

- Step 1: Applicant Information**
- Step 2: Statement of Agreement and Compliance**
- Step 3: Coach-Specific Training**
  - Check if your program is an ACTP at the Training Program Search Service- <http://www.coachfederation.org/research-education/coach-training-programs/search-programs/>
  - Upload appropriate documentation (a copy of your certificate or congratulatory letter); do not send the original of your certificate(s).
- Step 4: Client-Coaching Log**
- Step 5: Client Reference Letter for Internal or Third Party Only (Optional)**
- Step 6: Coach References**
  - Coach Reference Letter 1
  - Coach Reference Letter 2
- Step 7: Confirm File Uploads**
- Step 8: Payment**
- Step 9: Confirmation Page**

KEEP A COPY OF EVERYTHING YOU ARE UPLOADING FOR YOUR OWN FILE

### General Notes for all ACC ACTP Online Applicants:

- The online application is a complex process. Allow up to one to two hours to complete. Please note that the online application may take a moment to move from one slide to the next.
- The online application must be completed in its entirety according to the directions contained in the application.
- Payment will be processed at the end of the online application.

## **Applicant Information**

The online application must be completed in its entirety according to the directions contained in the online application. If you can not complete the application once you have begun, bookmark the page which you are on, and return to the page when it is convenient.

ACC ACTP applications will be processed in the order in which they are received.

**Instructions:** Upload the appropriate documents, and make note of where agreements are requested.

**Application Fee in USD: \$100 for ICF members      \$300 for non-members\***

\*Payment of non-member fee does not register applicant as an ICF member.

**To Join the ICF click here:** <http://www.coachfederation.org/join-icf/>.

**Below are detailed steps for completing the ACC ACTP Online Application. Screenshots are also included to show what the application will look like online.**

THIS IS NOT THE APPLICATION

**Sample of Online Statements of Agreement and Compliance**

I, \_\_\_\_\_ acknowledge that my signature below attests that I understand or certify that the following statements are true and correct:

1. I have read, acknowledge and agree to abide by The ICF Code of Ethics (<http://www.coachfederation.org/ethics/>) as published on the ICF Web site.
2. As the applicant, it is my responsibility to communicate and validate my qualifications to clearly show that I meet or exceed each of the requirements appropriate for the Credential for which I am applying.
3. I have had no adverse legal actions taken or pending against me as a coach or my coaching business.
4. I release any individual from any previous bond of confidentiality, whether explicit or implied, for the purpose of validating my qualifications for an ICF awarded Credential.
5. I acknowledge that the Associate Certified Coach (ACC) designation is valid for a three-year period. In order to renew the ACC Credential, one must successfully complete a minimum of 40 hours (or current hours set forth by the ICF) of Continuing Coach Education (CCE) as well as 10 additional mentor coaching hours within that three-year period of time.
6. I agree that the ICF may change or modify the rules governing Credentialing at any time and has the power to revoke any individual Credential for violation of the ICF Standards of Ethical Conduct.
7. I will abide by the decision of the Application Review Committee (ARC).
8. I give permission for the ICF to verify my experience and documentation. I understand that the ICF will keep all information confidential.
9. I agree to honor the rules and regulations of the International Coach Federation's Credentialing process. I further agree that the ICF has sole discretion to issue or amend the rules and regulations governing Credentialing at any time. I acknowledge that the ICF has the right to revoke Credentials for violations of the ICF Code of Ethics or non-payment of fees and to inform the public of such decisions. I agree to abide by any decision of the ICF regarding Credentialing matters.
10. I understand that the application fee is non-refundable.

Applicant signature \_\_\_\_\_ Date \_\_\_\_\_



### Statement of Agreement and Compliance



- Download and/or read the ACC ACTP Statement of Agreement and Compliance (above).
- Check the box indicating you have read and agree to the statement of agreement and compliance.
- Check the box indicating you have read and understand this "Guide to Applying Online."
- Click Proceed.

#### ICF Credential Application - Statement of Agreement and Compliance

Download [ACC ACTP Statement of Agreement and Compliance](#) (Word Document)

I have read and agree to the statement of agreement and compliance.

I have read and understand the "Guide to Applying Online."

proceed

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## Applicant Information



- Complete the form by entering or updating your contact information.
- Select the **Application Type** you wish to complete.
- Click Proceed.

**ICF Credential Application - Applicant Information**

Please note: the following demographic information will be used by the ICF office for correspondence purposes and printed on your credential certificate.

Prefix:

First Name:  *This field is required*

Last Name:  *This field is required*

Suffix:

Current ICF Credential:

Address:  *This field is required*

City:  *This field is required*

Country:  *This field is required*

State/Province:

Postal Code:  *This field is required*

Daytime Phone Number:  *This field is required*

Fax Number:

Email Address:  *This field is required*

Language Used in Coaching:   
 if Other please specify:

Member ID:

Chapter Affiliation:

Application Type:

ACC ACTP

ACC Portfolio

PCC ACTP

proceed

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## Upload 1: Coach-Specific Training

**Graduation from an ICF Accredited Coach Training Program (ACTP) will fulfill this requirement.**

If you are a graduate of an ACTP, you must have completed **all** the program's requirements, including passage of the program's comprehensive exam process, where you were observed and judged on your coaching. Only applicants who have completed one of the following programs are eligible to apply as ACTP graduates.

1. Check if your program is an ACTP at: <http://www.coachfederation.org/research-education/coach-training-programs/search-programs/>.
2. You will upload appropriate documentation (a **copy** of your certificate or congratulatory letter) that verifies your successful completion of the training program selected below.

\*\*\*If you do not find your program listed, please check with your training organization to confirm that you completed an ICF Accredited Coach Training Program. Applicants who have not been certified by one of the following programs are not considered ACTP certified graduates and should consult the ACC Portfolio application: <http://www.coachfederation.org/research-education/icf-credentials/acc/>.

**Note:**

If an applicant has created *and* taught Coach-Specific Training programs of sufficient length to meet the hours requirement for a specific credential, then that program (or hours) may be counted as Coach-Specific Training for the applicant. In order to qualify for Coach-Specific Training credit under this rule, the applicant must present evidence of authorship, a definitive outline of the course and for each class in the course including an explanation of the ICF Core Competencies taught in each class. The applicant must also submit evidence of delivery of the course. No more than three co-authors may receive credit under this rule and each co-author must have delivered each class in the course. Coach-Specific Training credit is only given for authorship and the first delivery of the course. Multiple deliveries of the same or similar courses will not be given Coach-Specific Training credit.



## Coach-Specific Training



ACC applicants are required to have attained a minimum of 60 Student-Contact Learning Hours of Coach-Specific Training. Graduation from an ICF Accredited Coach Training Program (ACTP) will fulfill this requirement.

- Select from the dropdown menu the School that you attended that offers an ACTP.
- Select from the dropdown menu the ACTP you completed with your School.
- Enter your Graduation Date from the ACTP.
- Click Browse to upload one of the following to verify your successful completion at an ACTP:
  - Your certificate (scanned copy or pdf)
  - A congratulatory letter
  - Official transcript
- Click Proceed

### ICF Credential Application - Coach Specific Training

ACC applicants are required to have attained a minimum of 60 Student-Contact Learning Hours of Coach-Specific Training. Graduation from an ICF Accredited Coach Training Program (ACTP) will fulfill this requirement. Please select your specific ACTP Program (If you do not find your program listed below, please check with your training organization to confirm that you completed an ICF Accredited Coach Training Program.) Applicants who have not been certified by one of the following programs are not considered ACTP certified graduates and should refer to the ACC Portfolio application.

If you wish to apply using the ACC Portfolio application please click on Cancel which will take you back to the initial Applicant Information page. On that page, you can select the ACC Portfolio application type.

If you have completed an ICF Accredited Coach Training Program, please select your ACTP from the below list and upload verification of successful completion with your ACTP Certificate, or an official transcript, or a congratulatory letter from the program.

School

Program

Graduation Date

Please upload your ACTP Certificate, congratulatory letter, or transcript (certificate will need to be a scanned copy or a PDF)

## Upload 2: Client-Coaching Hours

**ACC applicants are required to have coached at least 8 clients for 100 hours with a minimum of 75 for compensation. Your client-coaching log must reflect a list of at least eight clients.**

In keeping with the ICF Code of Ethics, you must obtain consent from your clients to release their names to ICF and for the Application Review Committee (ARC) to contact them in the event it becomes necessary. Should the ARC deem it necessary to contact clients in order to confirm they were coaching clients of the applicant, the ARC does not discuss the specific topics of the coaching.

\*Client information submitted with ICF Credentialing online applications is viewed only by designated members of the ICF Application Review Committee and ICF Staff. Client contact information may be used to verify the information presented by applicants. Client names and contact information are never shared or sold to a third party or used for any purpose other than review of application files for ICF Credentialing.

**Your coaching log\* may include any of the following:**

- Coaching of individuals**
- Coaching of groups**
- Coaching internally for an organization or paid for by a third party**

**\*Sample coaching log with required formatting is on Page 11.**

What constitutes a client-coaching hour?

- A client-coaching hour is 60 minutes of actual coaching with someone who has hired you as a coach and not in any other capacity.
- Paid hours shall be any hours for which any kind or amount of compensation, including barter, is received.
- Only 25 percent of the minimum hours needed to qualify for the Credential can be pro-bono hours, including complimentary sessions.
- Teaching coaching classes does not count as client-coaching hours.
- There shall be no limitation of client-coaching hours by specialization or niche.

On your Coaching Log, please include the following information for each client:

- Client name(s)
- Contact information
- Dates of coaching relationship
- Total hours in coaching relationship, paid and pro-bono

Group Coaching (see required format below in the sample client log):

- In order to count as client-coaching hours, a coaching group can have no more than 15 clients as participants.
- Group coaching shall be documented by listing the group name, number of group participants and full contact information for one person, who shall represent the group
- One hour of group coaching counts as one client-coaching hour, not the number of hours multiplied by the number of clients in the group.

Internal Coaching with an Organization/Paid for by Third Party (see required format below in the sample client log):

If your coaching is paid for by a third party or done as part of your employment, it counts as paid coaching. Internal coaching hours count as paid hours toward a Credential when coaching is a designated part of the applicant's job description. Coaching of a direct report (your boss) may not be considered in the coaching hours.

\*If the organization or third party has a confidentiality policy that prevents disclosure of individual names and contact information, applicants should document the hours with the organization as follows:

- 1) List the organization/third party name in the log with the total number of hours coaching.

- 2) Select one contact person at the organization/third party and list their full name and contact information in the log. The contact person should be someone familiar with your work, who can verify that the number of hours presented in the log is an accurate reflection of your coaching experience with the organization.
- 3) The contact person should provide you with a letter of reference testifying to the information in the log, explaining your role with the organization, and the organization's confidentiality policy.
- 4) Illustrate your work with individuals at the organization by assigning aliases for each individual (For example, you may list each individuals initials or assign designations of client A, client B, etc.) and listing the start/end dates and hours spent with each individual.

**Client-Coaching Log Sample:** (This is the required format for the client-coaching log)

Example	Client Name	Contact Information: Phone/e-mail	Start/ End Date	Paid Hours	Pro-Bono Hours
Individual Client	1) Jane Doe	JaneDoe@nomail.com	2/03—11/03	18	1
Group Coaching	2) ABC Coaching Group Participants: (5) Contact: John Smith	jsmith@nomail.com	1/02—2/03	7	1
Internal/Third Party Coaching if unable to give reveal client names.	3) 123 Organization Client A Client B  Contact: Mr. X* *Reference letter included	mrx@nomail.com	3/04—3/04	17	0
			3/04—present	58	0
<b>Total Hours Submitted:</b>				100	2

THIS IS NOT THE APPLICATION



- Read the requirements below in the screenshot.
- Click Browse to upload your Client-Coaching Log (must be in same format as provided in screenshot).
- Enter the total number of Paid and Pro-bono Coaching Hours in the designated fields.
- Click Proceed.

### ICF Credential Application - Client-coaching Log

ACC applicants are required to have coached for 100 hours.

In order to meet this requirement, your client-coaching log must reflect:

- Coaching for total of 100 hours (minimum of 75 paid hours)
- A minimum of 8 different clients

Your coaching log may include any of the following:

- Coaching of individuals
- Coaching of groups (no more than 15 participants)
- Coaching internally for an organization or paid for by a third party (requires a contact person)

*In keeping with the ICF Code of Ethics, you must obtain consent from your clients to release their names to ICF and for the Application Review Committee (ARC) to contact them in the event it becomes necessary. Should the ARC deem it necessary to contact clients in order to confirm they were coaching clients of the applicant, the ARC does not discuss the specific topics of the coaching. Please do not submit these release forms with this application; they are for your records.*

The following constitutes a coaching hour:

- 60 minutes of actual coaching with someone who has hired you as a coach
- One hour of group coaching counts as one client-coaching hour

#### Group Coaching:

- In order to count as client-coaching hours, a coaching group can have no more than fifteen (15) clients as participants.
- Group coaching shall be documented by listing the group name, number of group participants and full contact information for one person, who shall represent the group
- One hour of group coaching counts as one client-coaching hour, not the number of hours multiplied by the number of clients in the group.

#### Internal Coaching with an Organization/Paid for by Third Party:

If coaching is paid for by a third-party or done as part of applicant's employment, it counts as paid coaching. Internal coaching hours count as paid hours toward a Credential when coaching is a designated part of the applicant's job description. Coaching of a direct report may not be considered in the coaching hours.

\*If the organization or third party has a confidentiality policy that prevents disclosure of individual names and contact information, applicants should document the hours with the organization as follows:

1. List the organization/third party name in the log with the total number of hours coaching.
2. Select one contact person at the organization/third party and list their full name and contact information in the log. The contact person should be someone familiar with your work, who can verify that the number of hours presented in the log is an accurate reflection of your coaching experience with the organization.
3. Illustrate your work with individuals at the organization by assigning aliases for each individual (For example, you may list each individuals initials or assign designations of client A, client B, etc.) and listing the start/end dates and hours spent with each individual.
4. The contact person should provide you with a letter of reference testifying to the information in the log, explaining your role with the organization, and the organization's confidentiality policy.

On Your Coaching Log, please include the following information for each client:

- Client name(s)
- Contact information
- Dates of coaching relationship
- Total hours in coaching relationship, paid and pro-bono

Continued on next page...

Construct your Client-Coaching Log to look like the example provided below:

**Example**

	Client Name	Contact Information: Phone/e-mail	Start/ End Date	Paid Hours	Pro-Bono Hours
Individual Client	1) Jane Doe	JaneDoe@nomail.com	2/03—11/03	18	1
Group Coaching	2) ABC Coaching Group Participants: (5) Contact: John Smith	jsmith@nomail.com	1/02—2/03	7	1
Internal/Third Party Coaching	3) 123 Organization Client A Client B Contact: Mr . X*  *Reference letter included	mrx@nomail.com	3/04— 9/04 3/04—present	17 58	0 0
<b>Total Hours Submitted:</b>				100	2

- Step 1. Upload your Client Coaching Log. A sample format is provided above.
- Step 2. Enter your total number of Paid/Pro Bono hours.
- Step 3. (optional) Upload your client reference letter on the next page **only** if you indicate internal or 3rd party coaching hours on your coaching log.

Enter Total Number of Hours	
Paid Hours	Pro-Bono Hours
<input type="text"/>	<input type="text"/>

Upload Client Coaching Log	
<input type="text"/>	<input type="button" value="Browse..."/>
<input type="button" value="proceed"/>	

Please do not click the BACK button

### **Upload 3: Coaching Reference Letters**

**ACC applicants are required to submit two letters of reference from qualified\* coaches who have heard or observed your coaching.**

**\*For applicants who:**

- **Live in the United States or Canada**
  - Provide two) letters of reference regarding your coaching skills and expertise from coaches who currently hold an ICF PCC or MCC Credential.
- **Live outside of the United States or Canada**
  - Provide two letters of reference regarding your coaching skills and expertise from coaches that currently hold an ICF Credential or who are actively involved in an ICF Chapter, or who are actively involved in another coaching association that holds similar definitions of coaching as the ICF. If not an ICF Credentialed coach, the letter must detail the writer's qualifications to assess the applicant's skill level.

**Requirements for each Coach Reference Letter are stated below:**

- Dated within 12 months of the application date.
- Clearly states the coach's support.
- Comes from coaches who have actually heard or observed you coaching.
- States that the writer has heard or observed you coaching.
- Contains a statement by the coach that they believe you coach at the ACC level and therefore are recommending you for the ACC Credential.
- Be written on the referring coach's stationery or from their e-mail address. It may be forwarded through your e-mail, but it must clearly have originated from their e-mail address. It will not be accepted if it is does not originate from their e-mail or come on their stationery if submitted via regular mail. If the letter was sent in an e-mail, please print the letter in a way that showcases the message header.

**DO NOT FORWARD E-MAIL REFERENCES TO ICF HEADQUARTERS.  
PLEASE UPLOAD WITH YOUR APPLICATION.**

THIS IS NOT THE APPLICATION

**Please Answer the Nine Questions Below Regarding Your Reference Letters**

1. Are both references dated within 12 months of the application date?	YES NO	6. Are both references written on the referring coach's stationery or from their e-mail address with the message header showing where the message originated?	YES NO
2. Do both references clearly state the coaches' support?	YES NO	7. For US/Canada applicants- Do the writers hold the required PCC or MCC Credential?	YES NO N/A
3. Do both references come from coaches that have actually heard or observed you coaching?	YES NO	8. For non US/Canada applicants using non-ICF Credentialed references- Do the writers list their qualifications as a coach?	YES NO N/A
4. Do both references state that the writer has heard or observed you coaching?	YES NO	9. Are both reference letters and/or emails uploaded to this application?	YES NO
5. Do both references contain a statement by the coach that they believe you coach at the ACC level and therefore recommend you for the ACC credential?	YES NO		

**Important!** An answer of "NO" to any of these questions requires attention on your part prior to submitting your application. Reference letters that do not meet these standards cannot be used in your application.

Do not forward e-mail references to the ICF Office, or mail references separately to the ICF Office. Only reference letters that have been printed and uploaded with your application will be accepted.

THIS IS NOT THE APPLICATION



### Client Reference Letter for Internal or Third Party Only (optional\*)

**\*This step *only pertains* to applicants who included internal or third party coaching on their client-coaching log. Click Proceed to skip this step.**

If you did include internal or third party coaching on your client-coaching log then you will need to upload a letter of reference testifying to the information in your log, explaining your work with individuals at the organization.

If your client-coaching log includes coaching that was internal or third party then you will also need to include a letter of reference.

- Select file to upload by clicking the Browse button.
- Click Upload File button to upload the file (you may upload more than one file).
- Click Proceed when you are done.

#### ICF Credential Application - Client Reference Letter for Internal or 3rd Party Only

Optional Upload:

If you include internal coaching hours in your coaching log, please upload a letter of reference testifying to the information in your log, explaining your work with individuals at the organization by assigning aliases for each individual-they may use initials or assign designation to each example Client A and Client B.

Select file to upload by clicking on Browse button. Click Upload File button to upload the file. You may upload more than one file. When you are done click the Proceed button to continue.

Browse ...

Upload File

proceed



## Coach References

ACC applicants are required to submit two letters of reference from qualified\* coaches who have heard or observed your coaching.

\* Refer to the screenshot below for full details on who may qualify to write your letters of reference.

- Read the Coach References requirements in the below screenshot.
- Select Coach Reference 1 from the drop-down menu.
- Upload Reference letter 1 by clicking the Browse button.
- Select Coach Reference 2 from the drop-down menu.
- Upload Reference letter 2 by clicking the Browse button.
- Click Proceed when you are done.

### ICF Credential Application - Coach References

ACC applicants are required to submit two (2) letters of reference from qualified\* coaches who have heard or observed your coaching. Letters must be dated within the past 12 months.

**\*For applicants who:**

- **live in the United States or Canada-**
  - provide two (2) letters of reference regarding your coaching skills and expertise from coaches who currently hold an ICF PCC or MCC Credential.
- **live outside of the United States or Canada-**
  - provide two (2) letters of reference regarding your coaching skills and expertise from coaches that currently hold an ICF Credential or who are actively involved in an ICF Chapter, or who are actively involved in another coaching association that holds similar definitions of coaching as the ICF. If not an ICF Credentialed coach, the letter must detail the writer's qualifications to assess the applicant's skill level.

Please upload your Letters that may be an e-mail from your coach reference or a scanned copy of your signed letter.

Coach Reference 1:

Reference Letter 1:

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Coach Reference 2:

Reference Letter 2:

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**ICF Credential Application: Confirm File Uploads**

The following lists all the files that have been uploaded for your application. Here you can upload additional files or delete any files that were uploaded accidentally.

Files Uploaded	
Filename1	<a href="#">Delete File</a>
Filename2	<a href="#">Delete File</a>
Filename3	<a href="#">Delete File</a>



**Confirm File Uploads (above)**



This section of the application will allow you to review all files that you have uploaded. You may choose to:

- Upload additional files:
  - click browse
  - click upload
- Delete unnecessary files.
- Click Proceed.

## PAYMENT INFORMATION

ACC ACTP Application Fee in USD: \$100 for ICF members \$300 for non-members\*

Your payment will be taken over VeriSign, a secure payment network.



**Online Application: Payment**



- Enter Credit Card information onto payment form.
  - (ICF accepts American Express, MasterCard, and Visa)
- Click Submit Payment when done.

### Credit Card Information

Enter your credit card information and payment amount in the fields below. Once you have added all information, click **Submit** to process your payment.



Payment Amount \* \$

Name (as it appears on the card) \*

### Credit Card Billing Address

Address \*

  

City \*

State

Province/Other

Zip/Postal Code \*

[Help With Credit Card Information](#)

### Credit Card Information

Card Type \*

Card Number \*

Please do not use spaces or punctuation with your credit card number.

Expiration Date \*

 

Security Code \*

[Where is it?](#)

Submit Payment



## Confirmation Page



The screen shot below is an example of a confirmation page. You have the option to print this page or return to the ICF Home Page. You have now completed the ACC ACTP Online Application.

**ICF Credential Application**

Thank you for completing the International Coach Federation ACC ACTP credentialing application.

Your Transaction Was Processed Successfully.

Please print this page as a receipt for payment of your credentialing application and retain for your records.

Please note that it may take up to **24-48** hours for this payment to be reflected on your account. Your confirmation number is:

<b>Confirmation Number</b>	V79A0A0AF850
<b>Payment Amount</b>	\$
<b>Date Processed</b>	07/03/2006
<b>Payment Type</b>	Visa
<b>Credit Card Number:</b>	xxxxxxxxxxxx1111

In addition to this message, you will receive a confirmation e-mail from the ICF Credentialing Office. Thank you for your support of the ICF standards for professional coaches.

[Print This Page](#)

[Return to ICF Home Page](#)

THIS IS NOT THE INFORMATION