International Association *of* Coaching

The IAC Masteries® Infographics

A beautiful interdependence

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The IAC Coaching Masteries ® were developed by an international team of coaches with the aim to produce clear standards and measures for what constitutes the highest level of coaching, which can be understood in cultures around the world.

One of the measures of a masterful coaching session is how the skills are demonstrated in a complete and integrated manner. The following infographics exhibit the interdependence of the Masteries.

In order to provide a transformative coaching approach, the IAC® measures the 9 Masteries in a single session. This can be accomplished when the coach understands how each of the separate components are related to one another.

The following graphics represent only some of the ways the Masteries are supported through their relationship to one another. This is just a sampling, and I encourage you to begin to recognize other ways they are connected through your coaching study and practice.

Each Mastery is represented by a color, located in the center of the graph, as additional means for visually identifying the connections.

Color Key:

MASTERY ONE
MASTERY TWO
MASTERY THREE
MASTERY FOUR
MASTERY FIVE
MASTERY SIX
MASTERY SEVEN
MASTERY EIGHT
MASTERY NINE

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Mastery #2
When the coach is alert to indications of fear or doubt (#1), the coach can empathetically challenge the limiting beliefs that may be the source of the fear (#2).
Mastery #9
When the coach invites suggestions from the client (#1), sustainability of the support systems and structures are more likely to occur (#9).
Mastery #3
Confidence and reassurance (#1) can be established when the client is not being led or talked into in a particular direction by the coach (#3).
Mastery #8
The coach can more easily stay open to possibility, even if the client is resistant (#8) when the client perceives the coach as their personal advocate (#1).
Mastery
#1
Examples of how "Establishing and Maintaining a Relationship of Trust" supports and is supported by the other masteries.
Master #4
Discovery and transformation that emerge from safety (#1) are often the by-product of the coach responding from awareness and attunement (#4).
Master #7
Continually clarifying what the client intends (#7) can lead to deeper questions that uncover unrealized hopes and dreams (#1).
Master #6
When the source of the client's needs are revealed (#6) the client can see how transformation and growth are manageable (#1).
Master #5
The coach maintains focus on and attention to the client (#5) by using active listening and reflecting back to the client (#1).

Mastery #1
When the coach reminds the client of his/her capabilities and strengths (#2), the client is likely to view the coach as his/her personal advocate.
Mastery #3
The client's tone and ideas can flow effortlessly (#3) when he/she is feeling an expansion into the next natural phase (#2).
Mastery #9
The coach can actively seeks to identify ways of expanding capability through systems and structures (#9) when he/she has an genuine belief in the client's potential (#2).
Mastery #8
Posing questions to enhance the process of discovery (#8) can encourage the client to consider the kind of legacy he/she would like to leave (#2).
Mastery #2
Examples of how "Perceiving, affirming and expanding the client's potential" supports and is supported by the other Masteries.
Master #4
When the coach responds from awareness instead of conditioned reactions (#4), the coach can offer sincere and "in-the-moment" encouragement (#2).
Master #7
Helping the client become and remain focused and working toward intended goals (#7) encourages the client to move forward, planning appropriate actions (#2).
Master #5
As the coach demonstrates a belief in the client's potential (#2), the coach's communication can become a springboard to more positive results (#5).
Master #6
When the coach identifies patterns (#6), the client is more apt to notice behaviors, thoughts and beliefs that are limiting (#2).

Mastery #1
Ensuring a safe space and supportive environment can be created through using active listening.
Mastery #2
When the coach is "listening for" rather than "listening to" (2), he/she is listening beyond what the client articulates (#3)
Master #4
Identifying discrepancies between the client's words and emotion (#3) shows an awareness of the dynamics occurring during the session (#4)
Master #5
The key element of "attentiveness" (#5) can aid in the client feeling understood and validated. (#3)
Master #6
Focusing on what the client expresses, both verbally and nonverbally (#3) can help the client increase self-awareness. (#6)
Master #7
One way the coach can provide an opportunity for the client to review what he/she said (#3) is through rephrasing the client's intentions. (#7)
Mastery #8
Drawing on the client's various scenarios, circumstances and cultures (#8) is possible when the coach elicits thoughts from the client rather than leads the conversation. (#3)
Mastery #9
Discerning the appropriate coaching method based on the client's needs (#3) aligns coaching points with the client's values and culture. (#9)
Mastery #3
Examples of how "**Engaged listening"** supports and is support by the other Masteries

Mastery #1
For the coach to be alert to indications of fear and doubt, and observe if trust is blocked (#1), the coach would be aware of th dynamics occurring within the session or with the client (#4)
Mastery #2
In order for the clients to expand instead of simply stretch (#2), the coach's attention needs to be attuned to the client's agenda and needs (#4)
Master #3
When the coach is alert to discrepancies between what the client is saying versus what he/she is emoting (#3), the coach helps the client engage is the present reality (#4)
Master #5
As the coach invites the client's self-disclosure (#5), he/she can model for the client the value of expanding levels of self-awareness (#4)
Master #6
The most important issue in the session (#6) is discovered in the here and now (#4).
Master #7
The coach, while responding to the changing needs and desires of the client (#7), is using what is happening between coach and client as an opportunity of discovery (#4).
Mastery #8
When the client is willing to expand his/her comfort zone (#8), the coach assists the client toward positive action (#4).
Mastery #9
When the coach taps into the client's values and sense of identity to create sustainable systems (#9), the coach is highly attuned to communication from the client (#4).
Mastery #4
How "Processing in the Present" supports and is supported by the other masteries.

Mastery #1
The coach demonstrates integrity in words and actions (#1), which can model things like appropriate boundaries (#5).
Mastery #2
By communicating "for" vs. "to" the client (#5), the coach can naturally demonstrate commitment to the client's success (#2).
Master #3
The coach is not apt to lead the client in a particular direction (#3) when he/she remains client-focused (#5).
Master #4
The coaches attentiveness (#5) helps the coach utilize what is happening in the session to assist the client in greater self-awareness (#4).
Master #6
When the most important issue for the client is identified and addressed (#6) the communication becomes a springboard to more open discourse (#5).
Master #7
With the client open and understanding communication from the coach (#5), the coach can skillfully bring the client back to what's important (#7).
Mastery #8
Posing questions to enhance the process of discover (#8) is supported when the coach speaks directly, while being sensitive to the client's circumstances (#5).
Mastery #9
When the coach invites the client's input, self-disclosure and expression of feelings (#5), the coach can better align coaching points with the client's values and culture (#9).
Mastery #5
Examples of how "Expressing" supports and is supported by the other masteries.

Mastery #1
When the client is open to sharing and receiving (#1), blocks that might prevent the client from moving forward are more easily revealed (#6)
Mastery #2
Helping the client indentify beliefs (#2), can result in the client's increased self-awareness and enhanced perspective (#6).
Master #3
When the coach focuses on what the client expresses, both verbally and non-verbally (#3), the coach is more apt to identify the client's unconscious patterns (#6).
Master #4
The client is free to express and engage with present reality (#4) when there is no judgment from the coach, no leading toward a particular destination (#6)
Master #5
Facilitating alignment of purpose, vision and mission, (#6) through inviting the client's input, self-disclosure and expression of feelings (#5)
Master #7
Looking beyond the symptoms and addressing the source of what the client brings to the session (#6) transforms, not just changes, the client and/or the client's perspective (#7).
Mastery #8
By discovering the effects of conditioned thinking (#8), confusion and uncertainty are reduced or eliminated (#4).
Mastery #9
Connecting the client to something previously experienced (#6), can help align with the client's values and culture to create more meaning (#9).
Mastery #6
Examples of how "Clarifying" supports and is supported by the other masteries.

Mastery #1
Through active listening (#1), the coach brings the client back to what is important (#7).
Mastery #2
The client experiences transformation vs. change (#7) when the coach inspires and invokes the client's greatest potential (#2).
Master #3
The coach confirms the client's communication (#3) by reviewing, revising and/or celebrating the process and intentions (#7).
Master #4
The client is free to express and engage with present reality (#4) he/she is able to stay mindful to what is most important (#7)
Master #5
As the coach invites the client's input, self-disclosure and expression of feelings (#5) the coach can naturally align the coaching points with the client's intentions and values (#7).
Master #6
By clarifying the direction of the progress (#7)), the client and coach can move forward in a more directed way (#6).
Mastery #8
When the coach poses questions that enhance the process of discovery (#8), the client can be inspired by the possibilities (#7)
Mastery #9
When the client has a realization and removes a mental obstacle (#7), he/she can more easily create support structures and systems that are sustainable (#9).
Mastery #7
Examples of how "Helping the Client Set and Keep Clear Intentions" supports and is supported by the other masteries.

Mastery #1
When the client willingly shares concerns or fears (#1), the conversation can enter new and potentially unrelated areas, encouraging possibility (#8).
Mastery #2
As the client's awareness is expanded (#8), there is a recognition of a wider range of possibilities (#2).
Master #3
When the coach notices nuances in the client's communication (#3), they have the opportunity to minimize the effects of the client's conditioned thinking (#8).
Master #4
In allowing the unknown to present itself (#8), the coach is responding from awareness, not from conditioned thinking (#4).
Master #5
When the client is at ease and trusting (#5), he/she is more able to recognize that expansion, help, or other ideas are possible (#8).
Master #6
When the coach and client discover the source of what's most important in the session (#6), the approach is creative, not prescriptive (#8).
Mastery #7
As assumptions and intentions are clarified (#7) the client is able to see possibilities from a larger perspective (#8).
Mastery #9
Encouragement to explore the most ambitious options (#8) is supported through the building of appropriate systems and structures (#9).
Mastery #8
Examples of how "Creating an environment that allows ideas, options and opportunities to emerge" is supported by all the Masteries.

Mastery #1
When the client sees transformation and growth as manageable. (#1), The client's progress toward their goals or intentions is more apt to be sustainable (#9).
Mastery #2
The coach demonstrates belief in the client's potential (#2) which can help the client with an appreciation that is empowering (#9).
Master #3
Being aware of vs. pre-empting (#3) allows the coach to eliminate any attachment to the client's response to resource, system or structure (#9).
Master #4
As the coach utilizes what is happening in the session (#4), he/she will be able to discern what will enhance vs. overwhelm the client (#9).
Master #5
The client can be confident that resources are available or can be created (#9) when the coach is building rapport through communication tailored to the client's needs (#5).
Master #6
The coach elicits the client's sense of identity as a way to ensure sustainability (#9) when the coach is able to identify the client's key values and needs (#6).
Mastery #7
The coach is able to distinguish an action step from a supportive system (#9), which can make the difference between the client simply moving vs. making real progress (#7).
Mastery #8
Using appropriate tools and techniques to create the environment for expansion (#8) is a way the coach and client identify expanding capability through systems and structures(#9).
Mastery #9
Examples of how "**Helping the client create and use supportive systems and structures"** supports and is support by the other Masteries