



# SUPPORT RESPONSIBLE ACTION

**ICA COMPETENCY NO. 8**  
**INTERNATIONAL COACHING ALLIANCE**  
**VERSION 21.2+**



## DEFINITION OF THE COMPETENCY

The coach supports the client in transitioning from awareness to conscious decision-making, facilitating the formation of actions, commitments, or internal resolutions that arise from the client's personal responsibility. The coach does not push for action but accompanies the client in the process of integration and implementation of their decisions.

## PURPOSE OF THE CHARTER

This competency highlights the coach's ability to create space not only for insight but for the natural emergence of choice. The focus is not on motivating the client to act, but on deepening their understanding of what drives their desire to act, the ownership behind their decisions, and their readiness to apply those decisions meaningfully in real life.

## CORE PROFESSIONAL PRINCIPLES OF ICA

### **1. Allows Decisions to Mature**

The coach avoids rushing or forcing outcomes, instead holding a space where the client's choices can emerge organically.

### **2. Empowers Client Autonomy**

The coach consistently returns responsibility and choice to the client, reinforcing their independence, critical thinking, and internal maturity.

### **3. Avoids Directive Behavior**

The coach refrains from offering advice, suggesting solutions, or imposing their own perspective—even when it may seem beneficial.

### **4. Engages Values and Motivation**

The coach supports the client in exploring the deeper needs, beliefs, or aspirations that form the foundation of their choices.

### **5. Supports Inner Integration**

The coach ensures that decisions are not just made but meaningfully integrated into the client's identity and life path, prompting reflections like: "What does this change in me?" or "What am I ready to take responsibility for next?"

### **6. Encourages Practical Application**

The coach encourages clients to consider how, when, and through which pathways their intended actions will take place—without pressure, but with support for real-world follow-through.





## COACH'S DECLARATION

By signing this document, the coach affirms:

- An understanding of their role as a partner in the client's process of conscious decision-making
- A commitment to non-directive practice, honoring client agency and responsibility
- A readiness to support the client not only in awareness but in the natural movement toward action, without coercion or influence

Note:

This document is a required component of the accreditation portfolio within the International Coaching Alliance. The coach's signature confirms adherence to the standards outlined in Competency No. 8 and is necessary for completing the accreditation process.

Date: \_\_\_\_\_

Coach's Full Name: \_\_\_\_\_

Signature: \_\_\_\_\_

ICA Accreditation ID (if applicable): \_\_\_\_\_

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