



# ENGAGE REFLECTIVE LISTENING

**ICA COMPETENCY NO. 6**  
**INTERNATIONAL COACHING ALLIANCE**  
**VERSION 21.2+**



## DEFINITION OF THE COMPETENCY

The coach listens deeply and intentionally across verbal, nonverbal, emotional, and conceptual levels. Listening is not a passive intake of information, but a conscious, co-creative presence that generates new awareness in real time.

## PURPOSE OF THE CHARTER

This competency defines the coach's capacity to listen attentively, openly, and without bias—creating space where the client feels genuinely heard and supported in discovering deeper self-understanding. Through active listening, the coach attunes to shifts, contradictions, emotional signals, silences, and underlying meanings, and uses them to enhance depth and insight in the process.

## CORE PROFESSIONAL PRINCIPLES OF ICA

### **1. Whole-Presence Listening**

The coach listens not only to words, but with full presence—through body awareness, tone, pauses, emotional shifts, and energy. Everything in the client's expression becomes part of the relational field.

### **2. Absence of Bias or Pre-Response**

The coach listens with the intention to understand, not to reply, direct, or solve. Listening is grounded in respect, curiosity, and open inquiry.

### **3. Reflective Attention**

The coach mirrors back key phrases, tonal shifts, pauses, or reoccurring patterns—supporting the client in recognizing their own experience with greater clarity and objectivity.

### **4. Sensing the Unspoken**

The coach is attuned to emotional or energetic changes even when not explicitly stated, and can gently reflect these moments without judgment or assumption.

### **5. Use of Silence as Thinking Space**

The coach allows silence to emerge as a container for integration, reflection, and inner awareness—without rushing to fill or redirect the moment.

### **6. Listening for Insight, Not Reaction**

The coach listens with the intent to deepen understanding, rather than to react, interpret, or impose meaning.





## COACH'S DECLARATION

By signing this document, the coach affirms:

- A deep understanding of active listening as a foundational practice in professional coaching
- A commitment to engage in full, unbiased, and present listening throughout every session
- Responsibility for holding a space in which the client feels fully heard and deeply respected

Note:

This document is a required component of the accreditation process under the International Coaching Alliance. The coach's signature confirms alignment with the professional listening standards outlined in Competency No. 6 and will be included in their official accreditation file. Accreditation cannot be granted without this signed document.

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

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

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

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

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