



BUILD CLIENT TRUST

ICA COMPETENCY NO. 4
INTERNATIONAL COACHING ALLIANCE
VERSION 21.2+



DEFINITION OF THE COMPETENCY

The coach develops and sustains an open, honest, respectful, and equal relationship with the client, grounded in trust, mutual agreement, and shared responsibility for the coaching process.

PURPOSE OF THE CHARTER

This competency defines the core quality of a professional coaching relationship: partnership. The coach does not act as an expert or authority but creates a space in which the client takes an active, empowered, and accountable role. This dynamic is essential to the effectiveness of coaching and honors the client's autonomy.

CORE PROFESSIONAL PRINCIPLES OF ICA

1. Trust as the Foundation of Relationship

The coach actively fosters an atmosphere of trust through presence, respect, sincerity, and empathy. The relationship is free of pressure, judgment, or control.

2. Recognition of the Client as an Equal Partner

The coach respects the client's capacity for independent thought, choice, and decision-making. All coaching interventions are grounded in the client's agency.

3. Transparency in Communication

The coach communicates clearly and openly, without manipulation. All expectations, assumptions, and actions are made explicit and mutually understood.

4. Respect for the Client's Experience and Uniqueness

The coach acknowledges the client's individuality, values, lived experience, context, and culture, and does not impose personal views or models of interpretation.

5. Emotional Presence and Support

The coach responds attentively to the client's emotional state, remains present in challenging conversations, and does not avoid depth or meaningful topics.

6. Balance of Responsibility

The coach does not assume responsibility for the client's outcomes. Instead, the coach holds a space where the client takes ownership of their choices and actions.



COACH'S DECLARATION

By signing this document, the coach affirms:

- A full understanding of partnership as the foundation of professional coaching relationships
- A commitment to build trust-based, transparent, respectful, and co-responsible engagements with clients
- A professional obligation to embody the principles of partnership in every client interaction

Note:

This document is a required component of the accreditation process under the International Coaching Alliance. The coach's signature affirms adherence to the standards of client engagement outlined in Competency No. 4 and is included in the official accreditation file. Accreditation cannot be granted without this signed document.

Date: _____

Coach's Full Name: _____

Signature: _____

ICA Accreditation ID (if applicable): _____
