

ACC, PCC, and MCC Levels of Coaching Competency: Six Major Differences



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The International Coaching Federation (ICF) is the world's largest organization dedicated to the advancement of the coaching profession. It has developed a set of standards and competencies that coaches must meet in order to be certified by the organization. These standards and competencies are based on rigorous research and are designed to ensure that coaches have the skills and knowledge necessary to provide effective coaching services.

There are three levels of ICF coaching certification: Associate Certified Coach (ACC), Professional Certified Coach (PCC), and Master Certified Coach (MCC). Each level represents a higher level of coaching competency and experience. In this article, we will explore the six major

differences between the three levels of ICF coaching certification. These differences include:

1. Level of experience
2. Scope of practice
3. Assessment requirements
4. Continuing education requirements
5. Ethics requirements
6. Fees

1. Level of Experience

The first major difference between the three levels of ICF coaching certification is the level of experience. ACCs are required to have a minimum of 100 hours of coaching experience, while PCCs are required to have a minimum of 500 hours of coaching experience. MCCs are required to have a minimum of 2,500 hours of coaching experience.

The level of experience required for each certification level is reflective of the level of coaching competency that is expected of coaches at that level. ACCs are expected to have a basic understanding of coaching principles and practices, while PCCs are expected to have a more advanced understanding of coaching. MCCs are expected to have the highest level of coaching competency and are expected to be able to coach in complex and challenging situations.

2. Scope of Practice

The second major difference between the three levels of ICF coaching certification is the scope of practice. ACCs are limited to providing coaching services to individuals who are seeking to improve their personal or professional lives. PCCs can provide coaching services to a wider range of clients, including individuals, teams, and organizations. MCCs can provide coaching services to the most complex and challenging clients, including leaders and executives in high-level positions.

The scope of practice for each certification level is based on the level of coaching competency that is expected of coaches at that level. ACCs are expected to have the skills and knowledge to coach individuals on a basic level, while PCCs are expected to have the skills and knowledge to coach individuals, teams, and organizations on a more advanced level. MCCs are expected to have the skills and knowledge to coach leaders and executives in high-level positions on the most complex and challenging issues.

3. Assessment Requirements

The third major difference between the three levels of ICF coaching certification is the assessment requirements. ACCs are required to pass a written exam and submit a portfolio of their coaching work. PCCs are required to pass a written exam, submit a portfolio of their coaching work, and complete a coaching skills assessment. MCCs are required to pass a written exam, submit a portfolio of their coaching work, complete a coaching skills assessment, and submit a coaching supervision plan.

The assessment requirements for each certification level are designed to ensure that coaches have the skills and knowledge necessary to be effective at that level. The written exam tests coaches' knowledge of coaching principles and practices. The portfolio of coaching work

demonstrates coaches' ability to apply coaching principles and practices in a real-world setting. The coaching skills assessment assesses coaches' ability to demonstrate specific coaching skills.

4. Continuing Education Requirements

The fourth major difference between the three levels of ICF coaching certification is the continuing education requirements. ACCs are required to complete 30 hours of continuing education every three years. PCCs are required to complete 40 hours of continuing education every three years. MCCs are required to complete 60 hours of continuing education every three years.

The continuing education requirements for each certification level are designed to ensure that coaches stay up-to-date on the latest coaching research and practices. ACCs are expected to complete basic continuing education courses, while PCCs are expected to complete more advanced continuing education courses. MCCs are expected to complete the most advanced continuing education courses.

5. Ethics Requirements

The fifth major difference between the three levels of ICF coaching certification is the ethics requirements. ACCs are required to adhere to the ICF Code of Ethics. PCCs are required to adhere to the ICF Code of Ethics and complete an ethics training course. MCCs are required to adhere to the ICF Code of Ethics, complete an ethics training course, and submit a coaching supervision plan.

The ethics requirements for each certification level are designed to ensure that coaches maintain a high level of ethical conduct. ACCs are expected to

be familiar with the ICF Code of Ethics and to adhere to it in their coaching practice. PCCs are expected to have a more advanced understanding of the ICF Code of Ethics and to complete an ethics training course. MCCs are expected to have the highest level of ethical conduct and to submit a coaching supervision plan.

6. Fees

The sixth major difference between the three levels of ICF coaching certification is the fees. ACCs pay a lower fee than PCCs and MCCs. PCCs pay a higher fee than ACCs but a lower fee than MCCs. MCCs pay the highest fee.

The fees for each certification level are based on the cost of providing the certification services. ACCs pay a lower fee because they are required to meet less stringent requirements. PCCs pay a higher fee because they are required to meet more stringent requirements. MCCs pay the highest fee because they are required to meet the most stringent requirements.

The three levels of ICF coaching certification provide a clear path for coaches to develop their skills and knowledge and to advance their careers. ACCs, PCCs, and MCCs all have different levels of experience, scope of practice, assessment requirements, continuing education requirements, ethics requirements, and fees. By understanding the differences between the three levels of certification, coaches can make informed decisions about which level of certification is right for them.

If you are interested in becoming a certified coach, I encourage you to visit the ICF website to learn more about the certification process. The ICF offers a variety of resources to help you prepare for certification, including

online courses, workshops, and study materials. I wish you all the best in your coaching journey!

Comparison of ACC, PCC, and MCC Coaching Levels

	ACC	PCC	MCC
Level of experience	100 hours	500 hours	2,500 hours
Scope of practice	Individuals	Individuals, teams, and organizations	Leaders and executives
Assessment requirements	Written exam, portfolio	Written exam, portfolio, coaching skills assessment	Written exam, portfolio, coaching skills assessment, coaching supervision plan
Continuing education requirements	30 hours every three years	40 hours every three years	60 hours every three years
Ethics requirements	Adhere to ICF Code of Ethics	Adhere to ICF Code of Ethics, complete ethics training course	Adhere to ICF Code of Ethics, complete ethics training course, submit coaching supervision plan



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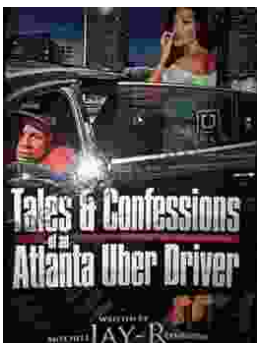
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