ScrumAlliance®
Transforming the World of Work

	Summary of Expectations	
	CTC	**CEC**
Experience	Active CSP (of any type)	Active CSP (of any type)
	1,000 hours in the past 2 years COACHING	2,000 hours in last 3 years COACHING
Coaching Mindset	Client is naturally creative and resourceful and whole. Therefore they have the means to solve their own challenges.	Client is naturally creative and resourceful and whole. Therefore they have the means to solve their own challenges.
	Understands the difference of Content vs. Process and is learning when to move between stances. (**Process: professional coaching, facilitation; Content: mentoring, training, consulting**).	Understands the difference of Content vs. Process and demonstrates skill in knowing when to move between stances (**Process: professional coaching, facilitation; Content: mentoring, training, consulting**).
	A CTC is expected to demonstrate professional coaching skills at the ICF-ACC level. ICF certification is not required.	A CEC is expected to demonstrate professional coaching skills at the ICF-PCC level. ICF certification is not required.
Coaching skills/practices and frameworks: Evidence that the coach has taken both their Experience and Learning and synthesized these into definitive practices, frameworks, approaches, and strategies	Knowledge of and applies at least one multi-team and large scale facilitation tools, techniques or frameworks.	Various coaching skills and practices (**versus just one**) including organizational change and leadership models.
	Knowledge of at least one coaching framework and working to apply it.	Various coaching frameworks (**versus just one**)
		Integration of practices or frameworks (**creating own approach**) – novelty.
	Humility - aware of the vastness of growth beyond current level (**frameworks, practices, tools, experience**).	Humility - aware of the vastness of growth beyond current level (**frameworks, practices, tools, experience**).
Self-awareness: Able to reflect on their own contribution to the coaching by virtue of their own 'being'	Emotional (**EQ**) maturity - has cultivated their own self-awareness with growing ability to self-regulate.	Emotional (**EQ**) maturity - has cultivated their own self-awareness and demonstrates in-the-moment self-regulation.
	Current goals for growth.	Current goals for growth.
	Acknowledges past mistakes and learning.	Consciously selects experiments, demonstrates curious but neutral stance towards the outcome, reflects openly on outcome, integrates learning into subsequent hypotheses and actions.
		Is able to run their coaching in 'debug mode.'
		Aware of their own thinking and approach to coaching.

	Summary of Expectations	
	CTC	**CEC**
Self-awareness: continued	Conscious of myself and my impact on the coaching (**preparing for the coaching conversation, post-coaching reflection**).	Conscious of myself and my impact on the coaching (**preparing for the coaching conversation, while in the coaching conversation, post-coaching reflection**) – Mindfulness.
Constant Learning: Has and continues to acquire Coaching oriented learning through multiple dimensions	Has their own mentor. Mentoring involves multiple interactions over many months resulting in significant learning and growth. This takes place in a one-on-one or small group situation.	Has their own mentor or coach. Mentoring involves multiple interactions over many months resulting in significant learning and growth. This takes place in a one-on-one or small group situation.
		Mentors others and both grow through that experience.
		Breadth of Mentoring; Targeted mentoring to learn new skills.
	Knowledge and application of at least one professional coaching framework (**for example: Coactive, NLI, ORSC, ACI, etc.**) or practices.	Breadth of Knowledge - Knowledge and application of at least 3 professional coaching frameworks or practices.
	Reading shows a breadth of frameworks, practices, and skills beyond Agile contexts.	Reading shows a breadth of frameworks, practices, and skills beyond Agile contexts, and including research and organizational culture, change (multidisciplinary) and business economics.
	Demonstrates learning from both failed & successful engagements.	Demonstrates learning from both failed & successful engagements.
Diversity of Experience with different types & sizes of organizations	Team level: • First to second level management • Product development function	Enterprise level: • Executive level • X-functional - other areas of the organization, not just product development
	Team level transformational success across multiple teams.	Actual success in transformation of multiple functions, business divisions, or enterprises.
		Coaching career shows a journey of growth.
	Coaching career shows a journey of growth.	Diversity of organizations (**industry, size…**).
		Diversity of initial engagement approach.

ScrumAlliance®
Transforming the World of Work

	Summary of Expectations	
	CTC	**CEC**
Participation in the Agile community:	Participation demonstrated by behaviors of contribution	Participation demonstrated by behaviors of leadership.
	Attendance	Attendance
	Community participation and contribution occurs outside of my current organization (internal community participation is helpful, but not sufficient).	Community participation and leadership occurs outside of my current organization (internal community participation is helpful, but not sufficient).
	Minimum of 2 years of involvement over time.	Minimum of 3 years of involvement over time.
	Involvement in some of: facilitation, presentations, writing, or organizer in the Agile community. Candidate should be active in the Agile community as a volunteer or contributor to the community through avenues such as local meetups, local conferences, major conferences, online/virtual communities of practice, etc. There is a preference that a CTC should also have attended at least one Scrum Alliance sponsored Coaching Retreat, Global Gathering participating in the Coaches Clinic, or Regional Gathering participating in a Coaches Clinic unless they can document a clear challenge (**geographic availability or economic challenge**) making it impossible. Other expected contributions at the CTC level would include speaking on a coaching related topic or volunteering on a related Scrum Alliance committee.	Organizing or leading roles in the Agile community such as local Agile user groups, local conferences, minor and major conferences, and leading or volunteering at Scrum Gatherings, etc. A CEC should have attended at least one of: Scrum Alliance sponsored Coaching Retreats, Global Gatherings where they have led or participated in the Coaches Clinic, or Regional Gatherings where they have led or participated in a Coaches Clinic. Equivalent community involvement outside Scrum Alliance events are also considered. Other expected contributions at the CEC level would be organizing or facilitating a Global or Regional Gathering, organizing or facilitating a Coaches Clinic at a Global or Regional Gathering, or organizing or facilitating a Coaches Retreat or volunteering on a related Scrum Alliance committee.
		Presentations or Open Space sessions.
		Coaching Clinic volunteer.