

### **Preamble:**

Ethical codes are typical for countries and professions, where those professions are not governed by professional laws and regulations, typically anglosaxon countries. In Europe in some countries coaching is regulated by law, while in other European countries and the USA no laws apply to coaching. Also in the US and GB, case law is predominant, with civil law juries, while in most other European countries statute law with judges are the norm. Therefore we have outlined a European wide culturally acceptable code of ethics

## **EuCF CODE OF ETHICS**

### **The Basis:**

The European Coaching Federation (EuCF) sees coaching as a primarily process orientated consulting or counselling.

The EuCF sees the client as the expert in his/her life and work and believes that every client is creative, resourceful, and having good intentions. Standing on this foundation, the coach's responsibility is to:

- Discover, clarify, and align with the clients realistic and ecological goals
- Encourage client self-discovery
- Elicit and support client-generated solutions and strategies
- Hold the client responsible and accountable

### **EuCF Definition of Coaching**

Professional Coaching is an ongoing professional relationship that helps people produce lasting results in their lives, careers, businesses or organizations. Through the process of coaching, clients deepen their learning, improve their performance, and enhance their quality of life.

In each meeting, the client chooses the focus of conversation, verbally and nonverbally while the coach primarily listens and contributes observations and questions. This interaction creates a space that permits the client to act in his or her own speed. Coaching accelerates the client's progress by providing greater focus and awareness of choice and resources. Coaching concentrates on where clients are now and what they are willing to do and to give up to reach their goals. EuCF coaches recognize that results are a matter of the client's intentions, choices and actions, supported by the coach's efforts and application of the coaching process and the environments reaction.

## Professional Ethics

### **EUCF Coaches**

will use positive conduct in their public and private statements regarding the profession and other coaches. If critique is professionally necessary, it will be administered in a sensory specific and truthful form. Respecting different approaches and methods of coaching.

will be aware of all issues and interventions, including research, that may result in dependencies, abuse and conflict of interest, and seek adequate professional training, guidance and supervision.

A1 EuCF trainers and supervisors will follow the EuCF Code of Ethics in all relevant situations inside and outside of coaching.

A2 EuCF coaches will follow laws and professional rules regarding confidentiality and record of work data.

A3 EuCF coaches will have all information regarding coaching (confidentiality, finance, etc.) available before the first coaching session, including honest and complete information on his/her qualification and experience.

A4 EuCF coaches will not abuse any aspect of the coach-client relationship for his/her personal, professional or monetary gain. As an EuCF coach I will disclose to my client all anticipated compensation from third parties that I may receive for referrals of that client.

A5 EuCF coaches will - within the agreed contract, respect the wish of the client to end the coaching process and to refer the client to another coach or other professional (e.g. medical specialist, lawyer, psychotherapist).

A6 EuCF Coaches will respect the confidentiality of the client's information, except as otherwise authorized by the client, or as required by law.

A7 EuCF Coaches will proactively disclose all financial arrangements and non monetary agreements that are relevant to the coaching process and discuss it openly.

B1 Breach of this Ethical Code may result in loss of EuCF credentials, as a result of the proceedings of EuCFs internal court (in German: Vereinsschiedsgericht).