

International Coaching Federation

(ICF) Global Coaching
Study. 2016

Supported by:

- Association for Coaching (AC)
- Association of CoachTraining Organizations (ACTO)^[LSEP]
- European Mentoring and Coaching Council (EMCC)^[LSEP]
- Graduate School Alliance for Executive Coaching (GSAEC)
- International Association of Coaching (IAC)^[LSEP]
- **World Business Executive Coaches Summit(WBECS)**^[LSEP]

Supported by:

- **15,380 returns, world wide** (137 countries)
- 18 US states
- 4 Canadian provinces
- 2 regions in UK
- 3 Australian territories

Training

- Almost all coach practitioners (99%) reported receiving some form of coach-specific training, with a large majority (89%) receiving training that was accredited or approved by a professional coaching organization.
- The receipt of coach-specific training was also very high among managers/leaders using coaching skills, with 93% reporting that they have received training. Almost three in four (73%) reported receiving accredited or approved coach-specific training.

Training

- Among coach practitioners who reported receiving coach-specific training, more than two in three (68%) have completed 125- plus hours of coach-specific training.
- Fewer managers/leaders said they had received 125-plus hours of coach-specific training (42%). However, almost one in four managers/leaders using coaching skills (23%) reported receiving 200-plus hours of training.
- More than half of managers/leaders using coaching skills said they do not hold any certification or credential from a professional coaching organisation.

Who are the clients?

Coach practitioners were also asked to identify the position held by the majority of their clients.

- Managers were mentioned most frequently (29%). Almost one in four (23%) said they mainly coached executives, with a further 19% selecting personal clients.
- Females continue to account for the majority of coaches' clients. At 54% the female share of coaches' clients is unchanged from 2011.
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Future obstacles

- When asked to identify the biggest obstacle for coaching over the next 12 months, the main concern expressed by coach practitioners was **untrained individuals** who call themselves coaches. The concerns expressed by coach practitioners echo the responses published in the 2012 study. The responses of managers/leaders using coaching skills aligned closely with those of coach practitioners, suggesting a common shared understanding of the obstacles facing coaching in the next 12 months.

Influencing Social Change

- Respondents were asked to indicate the extent to which they think coaching is able to influence social change. More than one in two coach practitioners believe to a large extent that coaching is able to influence social change.
- There is substantial agreement between coach practitioners and managers/leaders using coaching skills on that topic.