

Code of Ethics

International Association of Systemic Coaching e.V. (IASC)

Members of the IASC and coaches certified by the IASC have agreed to abide by this code of ethics.

1 Coaching principles

- As an IASC coach, I work goal-, solution- and resource-oriented.
- I only coach, if I get to the job to do so by my client.
- My attitude towards my clients is appreciative, respectful and tolerant.
- I am coaching on a partnership basis and on a level with my client.
- I make sure that clients can experience their independence and self-responsibility.
- I am convinced that my client has all the resources he needs to achieve his goal and I will focus on his/ her potential.
- I appreciate every problem as an approach to a problem.
- I regard the client as a holistic being and include his/ her life systems in the coaching process.

2 Coaching skills

- I possess technical, social, personal and emotional skills.
- **Professional expertise:** I am obligated to use my knowledge and consulting expertise to the welfare and the interest of the client. I act only within the limits of my competence. I will consult the relevant professionals in interdisciplinary tasks (e.g. doctors and therapists).
- I am committed to regular further training to keep my professional knowledge and methodological expertise up to date including self-reflection / supervision.
- **Social Skills:** I will use my communication skills and techniques for the benefit of the client. I am able to adapt my behaviour adequately to the client and with my approach I shall consider the overall situation of the client in the present and future. When undergoing an act of change I will pay attention to the overall system of the client.
- **Personal and emotional competence:** I have access to my own resources and abilities and I possess self-awareness, self-regulation, motivation, empathy. I have progressed my personal biography to a great extent.
- I am responsible for my professional activities in the knowledge of the possible personal and social implications.
- In case of an interference of the professional ability to act, such as illness or bias, I will make appropriate arrangements.

- I am responsible for my personal ability to act and reject orders that I cannot run properly or that violate the principles of this code of ethics.

3 Confidentiality and Privacy

- I oblige myself to observance of professional secrecy and the active protection of the information entrusted to me. I will make sure that all documents of a confidential nature are protected from unauthorized access of a third party and destroyed when needed.
- I undertake to disclose information only when it is in the interest of those affected and done with their explicit consent.
- If a disclosure is required by law and has been ordered by the appropriate authority, I will inform the affected people by stating the cause and content of information.

4 Shaping of professional relationships

- I must not misuse the emerging relations as a result of the professional relationship. Abuse occurs when I do not perceive my responsibility towards the client and satisfy my own personal interests, e.g. of a economic, social, spiritual or sexual nature.
- For the duration of the coaching relationship, I agree to regularly check whether dependencies, transferences or countertransference's are existing.
- I will address conscious dependencies between myself and my client and terminate the coaching process if necessary.
- I will address and dissolve conscious transferences or countertransference between me and my clients. If this is not possible, I will end the coaching.
- I respect the dignity and integrity of those whom I am in a professional relationship with, in particular their right of self-determination and self-responsibility.
- I will openly inform about the possibilities and limitations of the services offered. I will inform the client that his own willingness to change is essential for the success.
- I will make clear agreements on fees before accepting orders.

5 Activities

- My details on training, experience and titles are clear and honest and do not give cause for deception.
- I am committed to honesty and objectivity and proportionality.