

## CODE OF ETHICS

Professional coaching is defined as

- an ongoing relationship
- over a defined period,

which allows the coachee to obtain concrete and measurable results in his/her life.

Through the coaching process, the coachee deepens his knowledge and improves his abilities. He clarifies his objectives and commits himself to action thanks to the interactivity established between him and me.

My coaching allows the coachee to progress more quickly and efficiently towards the achievement of his or her goals, as the coaching relationship invites the coachee to focus on his/her priorities and choices. The coaching process focuses on the coachee's current situation and on what he or she is willing to do to achieve his / her goals.

This commitment is materialized by the signature of a written coaching contract that specifies

- the objectives of the coaching,
- the estimated duration,
- the terms of restitution to the third-party prescriber if necessary
- the rate charged.

This contract is drafted in compliance with the legal rules in force concerning contracts for the provision of services.

I commit myself to support the coachee, to help him optimize his capacities and resources in the respect of his request. I help him/her to set motivating objectives and to give the best of him/herself. I accompany him in the elaboration of the most effective action plan for him to enable him to reach his objectives.

I guarantee the respect of the commitments taken contractually and hold myself to the rule of confidentiality.

My professional competence is ensured by my initial training as a Professional Coach RNCP 6 on the one hand, and my commitment to continuing education in the field of coaching on the other hand. I inform the coachee of the nature of my training as well as the qualifications obtained. I have been coached myself and I commit myself to regularly use a supervisor, namely a peer, to review my practice and continue to progress. I commit myself to a process of continuous improvement, by participating in meetings between peers, to update my knowledge, in order to guarantee a high level of quality to the coachee.

I make sure that my intervention serves the interest of the coachee and ensure that I act with a high level of integrity throughout the coaching relationship. If I do not have the required competence to intervene in the field for which I am consulted, I will refer the coachee to another resource person whenever possible. Under no circumstances will I use the coaching situation to gain non-contractual benefits, whether financial, social or sexual.

If, during the coaching relationship, I find that there are significant discrepancies that no longer allow me to function according to the terms of the contract, I am ethically obligated to terminate the relationship and clearly explain the reasons for my decision. Whenever possible, I will make sure to offer other options to the coachee.

I will keep a duty of reserve in my words and actions. I show respect for the diversity of the existing currents in the field of coaching and I refuse that a person or a group can claim to hold the truth in the matter. I contribute to the positive image of the profession through my behavior, my competence and the positive world view that I carry.