



2019 Circle of Distinction Program – Judges’ Scoring Rubric

Contribution to and leadership in the coaching profession						
7	6	5	4	3	2	1
<ul style="list-style-type: none"> • Nomination provides detailed evidence that the practice of professional coaching has changed because of the nominee • Nomination demonstrates, in detail, that the nominee has had a groundbreaking impact on the profession • The nominee isn't just engaged in the global coaching community—he or she influences it 	<ul style="list-style-type: none"> • Nomination provides detailed evidence that the nominee has had a significant impact on the coaching profession • Nomination demonstrates a sustained contribution to professional practice through their work • The nominee has been and remains deeply engaged with the global coaching community 	<ul style="list-style-type: none"> • Nomination provides sufficient evidence that the nominee has impacted the coaching profession • Nomination demonstrates contribution to professional practice through their work • The nominee has been a reliable presence in the global coaching community throughout their career 	<ul style="list-style-type: none"> • Some evidence that nominee has impacted the coaching profession • Impact has a reach that extends across limited borders (national or regional) • Nominee has engaged with the global coaching community at some point during their career 	<ul style="list-style-type: none"> • Nomination provides examples of how this person has impacted the profession, but the scale of the impact is unclear • Nominee has engaged deeply and in a sustained fashion with the regional/local—but not global—coaching community 	<ul style="list-style-type: none"> • Impact on the profession at a localized level • A small amount of evidence that professional practice has been influenced • Nominee has engaged with the regional/local coaching community at some point during their career 	<ul style="list-style-type: none"> • Little evidence of impact on professional practice • Impact on profession is minimal (or unclear) • Nominee's engagement with a broader coaching community has been limited or nonexistent

Career achievement						
7	6	5	4	3	2	1
<ul style="list-style-type: none"> • An accomplished professional journey • An outstanding contribution to all organizations in/for which they've worked • A dedication to professional development • Significant impact on colleagues • Impressive recognition in professional global/regional awards of excellence 	<ul style="list-style-type: none"> • A strong career journey, with increasing responsibility and scope in positions held • Significant achievements evident across the span of their career • Some evidence of global/regional awards of excellence 	<ul style="list-style-type: none"> • Professional trajectory is clear and upward • Impact of work is presented for most roles • Evidence of commitment to professional development • Evidence of local awards of excellence 	<ul style="list-style-type: none"> • Some evidence of a solid professional journey • A clear professional development trajectory • Some career achievements / impact provided 	<ul style="list-style-type: none"> • Does not demonstrate an upward trajectory • Limited evidence of impact • Limited professional development indicators 	<ul style="list-style-type: none"> • Some background provided on career trajectory, but no overall progression clear • Some professional development indicators 	<ul style="list-style-type: none"> • Career journey and growth unclear • No evidence of dedication to professional development • Career advancement not evident

Contributions to ICF						
7	6	5	4	3	2	1
<ul style="list-style-type: none"> • An outstanding level of commitment; most likely at all 	<ul style="list-style-type: none"> • Strong commitment at multiple levels of the association 	<ul style="list-style-type: none"> • Strong contributions at one or more 	<ul style="list-style-type: none"> • A good level of commitment at one or more 	<ul style="list-style-type: none"> • A limited impact on the association 	<ul style="list-style-type: none"> • Some level of contribution, but impact is not clearly presented 	<ul style="list-style-type: none"> • Contributions very limited or not present at all

<p>levels of the association</p> <ul style="list-style-type: none"> • Has gone above and beyond the call of a volunteer leader; this over a sustained period of time • An advocate for the association • An ICF visionary • A recognized presence within ICF <p><i>Potential indicators:</i></p> <ul style="list-style-type: none"> • International level service 	<ul style="list-style-type: none"> • Clear examples of leadership and impact • A strong supporter of the association and its programs <p><i>Potential indicators:</i></p> <ul style="list-style-type: none"> • Regional level leadership 	<p>levels of the association</p> <ul style="list-style-type: none"> • Impact on ICF is visible <p><i>Potential indicators:</i></p> <ul style="list-style-type: none"> • Chapter level leadership 	<p>levels of the association</p> <ul style="list-style-type: none"> • Some impact is clear; contribution has been acknowledged 	<p>(perhaps at just one level)</p> <ul style="list-style-type: none"> • Limited recognition for contribution 		
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Thought leadership						
7	6	5	4	3	2	1
<ul style="list-style-type: none"> • A prolific contribution to the profession across the spectrum of avenues • A constant and reliable presence in the profession 	<ul style="list-style-type: none"> • Significant contributions across multiple avenues • Recognition as a leader within the profession for insights and 	<ul style="list-style-type: none"> • Multiple contributions across limited avenues • Recognized at a regional or local level for thought leadership 	<ul style="list-style-type: none"> • Ongoing contributions to various avenues; may be limited to one of two • Some recognition for contributions 	<ul style="list-style-type: none"> • Some presence in a few avenues, but not a significant contribution • Some recognition in a limited scope 	<ul style="list-style-type: none"> • A very limited presence; one or two avenues at most • Very low recognition in the profession 	<ul style="list-style-type: none"> • Contributions unclear

over a sustained period <ul style="list-style-type: none"> Recognized as an industry icon 	thought leadership					
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Alignment with ICF's core values						
7	6	5	4	3	2	1
<ul style="list-style-type: none"> This person fully embodies ICF's core values This person sets the highest example of ethical behavior and practice ICF will be stronger with this person in the Circle of Distinction ICF Members would be genuinely happy to see them join the Circle of Distinction 	<ul style="list-style-type: none"> A strong proponent of ICF's core values This person is a role model for how to behave and practice ethically A member that ICF is proud to have 	<ul style="list-style-type: none"> A keen promoter of ICF's core values Good evidence of how this person behaves and practices ethically 	<ul style="list-style-type: none"> Some, but not all the elements of ICF's core values present Ethical behaviors and practices are present 	<ul style="list-style-type: none"> Some application of ICF's core values Limited demonstration of ethical behaviors and practices 	<ul style="list-style-type: none"> Very few examples of how this person embodies ICF's core values and Code of Ethics 	<ul style="list-style-type: none"> Little to no evidence of alignment with core values and Code of Ethics