



On June 29, 2011, the International Coach Federation (ICF) and the European Mentoring and Coaching Council (EMCC) jointly filed with the European Union (EU) a Code of Conduct for Coaching and Mentoring as the benchmark standard for the coaching and mentoring profession.

Frequently Asked Questions (FAQs)

Q1. What is the significance of the filing of the Code of Conduct?

A. The filing of the Code of Conduct is significant in two respects. It represents a major milestone in the cooperative work of ICF and EMCC to advance the professionalization of the coaching and mentoring profession. In terms of self-regulation of coaching and mentoring, the European Commission encourages professional associations to define a code of conduct at a European level. The definition of such a code relies on the self-regulation by the European professional associations themselves. This self-regulation must be made according to European law and in particular to the rules of competition.

Q2. What are the objectives of this Code of Conduct?

A. This Code of Conduct is intended to establish a standard of ethics and good practices for the coaching and mentoring profession in Europe. We anticipate that the Code will be recorded in the database co-managed by the European Commission and the European Economic and Social Committee listing the initiatives in self-regulation and in co-regulation. This database aims at supporting private actors in the implementation of self-regulation mechanisms. It also insures the transparency around the adopted codes of conduct towards the public, and thereby supports good practices on the subject.

Q3. How does this Code of Conduct relate to the separate ICF Code of Ethics and EMCC Code of Ethics?

A. Section 4.1 of this Code of Conduct expressly states that “Any member of a professional coaching and/or mentoring organisation shall abide by that organisation’s Code of Ethics.” Therefore, any member of ICF must continue to abide by the ICF Code of Ethics and any member of EMCC must continue to abide by the EMCC Code of Ethics. As to the boundaries for competence in part 2 of the Code of Conduct relative to professional behaviour, the skills of the coaches and mentors can only be evaluated in accordance with a frame of competence recognized by each professional association at the European level, and not by the EU itself.