

Having their own **Coach Development Plan (CDP)** has coaches communicate with conviction, authenticity and builds their credibility with the coaching clients. Do you know only about 20-25% of the coaches actually set a plan and far less review it regularly.

Are you up for a developmental challenge at least once a quarter? In my view there are a few parts to a Coach Development Plan (CDP). You may have your own way of looking at it and there's no right or wrong. Are you up for a developmental challenge at least once a quarter?

<b>Coaching Knowledge (Training/Learning)</b>	What resources are available to support my development as a coach? (e.g. reading, social networks, role models, courses, supervision...) Who can I reach out for this support?
<b>Coaching Skills &amp; Competencies (Mentoring)</b>	What skills do I most want to improve in? What skills improvements in me would be of greatest benefit to my clients? Skills might, for example, include listening/ mindfulness; self-awareness; or use of silence.)  Refer to this <a href="#">Self-assessment</a>
<b>Methodology (Training/Learning)</b>	What tools, techniques or coaching constructs do I want to add to my toolbox? How will I ensure I understand them in sufficient depth to apply them safely and wisely? How will I integrate these with my existing toolbox?
<b>Reflective Practice (Coach Supervision)</b>	How can I reduce my reliance on models, processes, tools and techniques? <ul style="list-style-type: none"> <li>• What can I do to increase the quantity &amp; quality of the feedback I receive on my coaching?</li> <li>• How can I extend my learning network? Who can I use as role models of good practice?</li> <li>• What do I need from my professional supervisor?</li> <li>• How will I improve the quality of my reflections on my practice?</li> <li>• When am I at my most/ least effective as a coach?</li> </ul> Who holds up the mirror to me as a coach? <ul style="list-style-type: none"> <li>• In what ways, do I want to stretch my boundaries of my coaching?</li> <li>• What is my vision for the coach I want to be in 1, 2 and 5 years' time?</li> <li>• How much energy, time and other resources can I invest in making this vision happen?</li> <li>• How do I know I'm making progress?</li> </ul>
<b>Self as a Coach (Coach Supervision)</b>	How can I develop and more clearly enunciate my personal philosophy as a coach? <ul style="list-style-type: none"> <li>• How can I build my reputation?</li> <li>• How can I build my self-confidence as a coach?</li> <li>• How can I become even more authentic?</li> <li>• Where can I find appropriate challenges to my assumptions about coaching and my role as a coach?</li> </ul>