



## ICF INDIA COACHING EXCELLENCE GURU AWARD SCORING RUBRIC

### IMPACT ON AND CONTRIBUTIONS TO THE COACHING PROFESSION

7	6	5	4	3	2	1
<p>Nomination provides detailed evidence that the practice of professional coaching has changed because of the nominee</p> <p>Nomination demonstrates, in detail, that the nominee has had a groundbreaking impact on the profession</p> <p>The nominee isn't just engaged in the global coaching community— he or she influences it</p>	<p>Nomination provides detailed evidence that the nominee has had a significant impact on the coaching profession</p> <p>Nomination demonstrates a sustained contribution to professional practice through their work</p> <p>The nominee has been and remains deeply engaged with the global coaching community</p>	<p>Nomination provides sufficient evidence that the nominee has impacted the coaching profession</p> <p>Nomination demonstrates contribution to professional practice through their work</p> <p>The nominee has been a reliable presence in the global coaching community throughout their career</p>	<p>Some evidence that nominee has impacted the coaching profession</p> <p>Impact has a reach that extends across limited borders (national or regional)</p> <p>Nominee has engaged with the global coaching community at some point during their career</p>	<p>Nomination provides examples of how this person has impacted the profession, but the scale of the impact is unclear</p> <p>Nominee has engaged deeply and in a sustained fashion with the regional/local—but not global—coaching community</p>	<p>Impact on the profession at a localized level</p> <p>A small amount of evidence that professional practice has been influenced</p> <p>Nominee has engaged with the regional/local coaching community at some point during their career</p>	<p>Little evidence of impact on professional practice</p> <p>Impact on profession is minimal (or unclear)</p> <p>Nominee's engagement with a broader coaching community has been limited or nonexistent</p>



### IMPACT ON AND CONTRIBUTIONS TO ICF

7	6	5	4	3	2	1
<p>An outstanding level of commitment; most likely at all levels of the association</p> <p>Has gone above and beyond the call of a volunteer leader; this over a sustained period of time</p> <p>An advocate for the association</p> <p>An ICF visionary</p> <p>A recognized presence within ICF</p> <p>Potential indicators:</p> <p>International level service</p>	<p>Strong commitment at multiple levels of the association</p> <p>Clear examples of leadership and impact</p> <p>A strong supporter of the association and its programs</p> <p>Potential indicators:</p> <p>Regional level leadership</p>	<p>Strong contributions at one or more levels of the association</p> <p>Impact on ICF is visible</p> <p>Potential indicators:</p> <p>Chapter level leadership</p>	<p>A good level of commitment at one or more levels of the association</p> <p>Some impact is clear; contribution has been acknowledged</p>	<p>A limited impact on the association (perhaps at just one level)</p> <p>Limited recognition for contribution</p>	<p>Some level of contribution, but impact is not clearly presented</p>	<p>Contributions very limited or not present at all</p>

## THOUGHT LEADERSHIP

7	6	5	4	3	2	1
<p>A prolific contribution to the profession across the spectrum of avenues</p> <p>A constant and reliable presence in the profession over a sustained period</p> <p>Recognized as an industry icon</p>	<p>Significant contributions across multiple avenues</p> <p>Recognition as a leader within the profession for insights and thought leadership</p>	<p>Multiple contributions across limited avenues</p> <p>Recognized at a regional or local level for thought leadership</p>	<p>Ongoing contributions to various avenues; may be limited to one of two</p> <p>Some recognition for contributions</p>	<p>Some presence in a few avenues, but not a significant contribution</p> <p>Some recognition in a limited scope</p>	<p>A very limited presence; one or two avenues at most</p> <p>Very low recognition in the profession</p>	<p>Contributions unclear</p>



## MISSION VISION AND CORE VALUES

7	6	5	4	3	2	1
<p>This person fully embodies ICF's core values</p> <p>This person sets the highest example of ethical behavior and practice</p> <p>ICF Members would be genuinely happy to see them recognized as an honoree</p>	<p>A strong proponent of ICF's core values</p> <p>This person is a role model for how to behave and practice ethically</p> <p>A member that ICF is proud to have</p>	<p>A keen promoter of ICF's core values</p> <p>Good evidence of how this person behaves and practices ethically</p>	<p>Some, but not all, the elements of ICF's core values present</p> <p>Ethical behaviors and practices are present</p>	<p>Some application of ICF's core values</p> <p>Limited demonstration of ethical behaviors and practices</p>	<p>Very few examples of how this person embodies ICF's core values and Code of Ethics</p>	<p>Little to no evidence of alignment with core values and Code of Ethics</p>

### IMPACT ON AND CONTRIBUTIONS TO SOCIAL CHANGE

7	6	5	4	3	2	1
<p>A prolific contribution to the profession across the spectrum of avenues</p> <p>A constant and reliable presence in the profession over a sustained period</p> <p>Recognized as an industry icon</p>	<p>Significant contributions across multiple avenues</p> <p>Recognition as a leader within the profession for Impact on and Contributions to Social change</p> <p>Evidence that this individual has participated in a social Impact initiative or project with some data tracked</p>	<p>Multiple contributions across limited avenues</p> <p>Recognized at a regional or local for social impact initiatives</p>	<p>Ongoing contributions to various avenues, may be limited to one or two.</p> <p>Some recognition for contributions</p>	<p>Some presence in a few avenues, but not a significant contribution</p> <p>Some recognition in a limited scope</p>	<p>A very limited presence; one or two avenues at most</p> <p>Very low recognition in the profession</p>	<p>Contributions unclear</p>