

Highfield Level 5 End-Point Assessment for Coaching Professional

Mock Assessment Materials

Observation with Questions and Answers

Coaching Tools and Models		
Ref	Assessment Criteria	Passed
OB1	Applies a range of coaching models and techniques during in the coaching sessions delivering to bring about insight and learning	
OB2	Applies coaching tools and models in their coaching session and justifies how their choices provide clear insight and learning to enable the individual to work towards agreed outcomes	
Distinction Criteria		
OB9	<i>Provides considered justification for why they used particular techniques for the two coaching sessions, and how other coaching tools and models would have provided different outcomes</i>	

The Coaching Process		
Ref	Assessment Criteria	Passed
OB3	Work with a coachee to set clear goals, timescales and outcomes for the coaching session with plans on how they monitor progress towards goals	
OB4	Summarises roles and responsibilities in the coaching process and the benefits to the individual	
OB5	Uses appropriate questioning techniques to identify patterns of thinking and limiting/enabling beliefs and actions	

The Coaching Process		
Distinction Criteria		
OB10	<i>Uses advanced questioning techniques (such as open funnelling, framing and probing) when broaching challenging subject areas for example in relation to physiological and emotional state, to raise the self-awareness of those receiving coaching, enabling them to question world views</i>	
OB11	<i>Justifies their questioning techniques when following up responses with additional prompts and questions to elicit additional insights from the coachee</i>	

Building Relationships		
Ref	Assessment Criteria	Passed
OB6	Delivers non-directive and non-judgmental feedback that is meaningful to those receiving the coaching	
OB7	Builds rapport/trust with the coachees, responding appropriately to the coachee's personal preference, particularly where they bring a level of relational challenge including adapting style and methods throughout the coaching sessions while ensuring non-dependence	
Distinction Criteria		
OB12	<i>Uses intuition to deliver feedback in a non-directive and non-judgmental manner that enables new insight in those receiving coaching</i>	

Self-Awareness		
Ref	Assessment Criteria	Passed
OB8	Applies their own values, beliefs and behaviours, showing how these affect their coaching practice and when they use this to manage their effectiveness in meeting the coaching objectives of both the coachee and sponsor	
Distinction Criteria		
OB13	<i>Contrasts the two coaching sessions and analyses how their personal values may have affected the coachee in their achievement of their goals, and how they will use this knowledge to improve their delivery of coaching sessions in future</i>	