

Highfield Level 5 End-Point Assessment for Coaching Professional

Mock Assessment Materials

Interview Supported by Portfolio of Evidence

The Coaching Process		
Ref	Assessment Criteria	Passed
IN1	Explain how they schedule coaching sessions to allow time to prepare mentally and maintain records of the session and to reduce conflicts with other activities of their role	

Self-Awareness		
Ref	Assessment Criteria	Passed
IN2	Explains, with examples, how they perform reflection and research to determine the effectiveness of their own practice, producing personal development plans to maintain ongoing development in their role	
IN3	Describe energy shifts in a coaching session and how they use their own behaviours and self-awareness to enable these to be addressed and managed	

Stakeholder Management		
Ref	Assessment Criteria	Passed
IN4	Describes why coaching contracting and re-contracting is important and which models enable the effectiveness of this, and how evaluation is important in demonstrating return on investment and delivery of value	
IN5	Explain how they work and contract with stakeholders to achieve agreed outcomes and act as an ambassador for the role, maintaining confidentiality and boundaries	

Stakeholder Management

Distinction Criteria		
IN7	<i>Evaluates the systemic outcomes of the coaching session to ensure that it meets the desired outcomes of a range of stakeholders, including other members of the value chain they participate in, making recommendations to re-contract to focus sessions on meeting future desired outcomes</i>	
IN8	<i>Evaluates approaches to personal development and the way that coaching has supported this</i>	
IN9	<i>Explains how they have contributed to organisational effectiveness and strategic aims through coaching others</i>	

Diversity

Ref	Assessment Criteria	Passed
IN6	Explains how diversity and inclusion informs their practice by providing a considered justification for valuing the inherent diversity between them and their coachee	