Title: **Coaching Competencies and values: how Italian Coaches (psychologists and non psychologists) face present and future challenges**

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Objectives: Explore the main competencies and values used by Italian coaches (both psychologists and non psychologists) in their practice. Explore which competencies are perceived as most necessary for future coaching challenges.

Design: The research is designed as a longitudinal survey which will be organised in 2011 and in 2013.

Method: We developed the following steps:
1. we analysed the literature on coaching competencies and values to define our scope and research objectives.
2. we designed a semi-structured interview and interviewed a sample of coaches equally divided in Psicologists and non Psicologists, certified and non certified.
3. We then used the data of the interviews to design our on line questionnaire.
4. The on line questionnaire explores the following: which competencies (Knowledge, Skills, Attitudes), tools and approaches are most used in coaching and which are perceived as most effective. Which values were more frequently applied, Which factors influence negative outcomes, what kind of training coaches use for continuous development and which competencies they believe should be reinforced to be more effective. The questionnaire also explores future competencies (KSA), which competencies Italian perceive as most necessary to address the issues they have to face in the future
5. We defined our main target of the survey (members of SGCP Italy and SCP Italy)
6. We are at present collecting data from a sample of about 70 coaches.

Results. The results of interviews have given us a first snapshot of the competencies and values mainly used by Italian coaches. First of all, interviewees had difficulty to define the word competency (with a difference between psychologists and non psychologists) and distinguishing it from personal qualities/personality traits and values. They also had difficulty in identifying main success factors (giving a wide range of effective competencies) but on the other hand it was clear that the main factor for failure was related to boundaries. When the coach has difficulty in settings boundaries with client, coachee and/or company, there is a high risk of failure. We also got a snapshot of which competencies are perceived as necessary for the future: manage (and help coachee manage) complex variables, changing organisations, safeguarding the authenticity of coach-coachee relationship, use of new media (virtual teams, social networks etc.) to cover logistic issues.

Conclusions. We are still collecting data with the questionnaire.