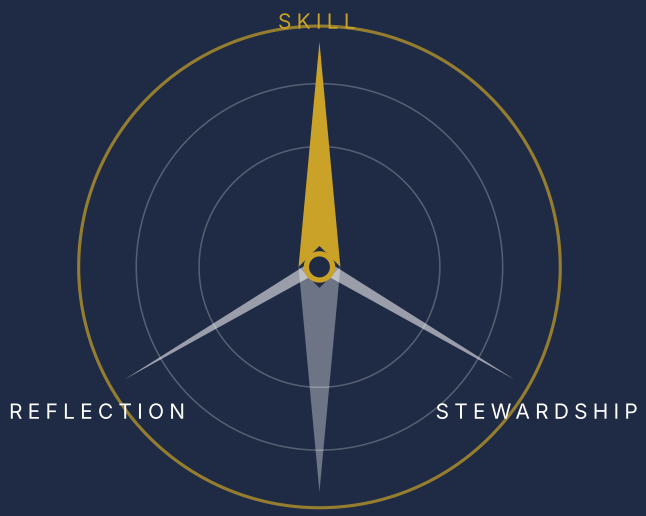
A FREE TOOL FOR COACHES · 15 MINUTES

Mentor or Supervisor? *The Coach Development Compass*

Find out which support your practice needs right now: ICF mentor coaching for your credential, supervision for reflective practice, or training to become a supervisor or mentor yourself.



A free tool from the book Becoming a Coaching Supervisor and Coach Mentor (2026)

Daniela Aneva, MCC, ACTC

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START HERE

Three kinds of support that are easy to confuse

Coaches often say "I need a mentor" when what they need is supervision, or book supervision hoping it will get them through a credential. Both are valuable. They do different jobs. The Coach Development Compass is my practical framework for telling them apart. It comes from my contribution to *Becoming a Coaching Supervisor and Coach Mentor (2026)*.

BEARING A · SKILL

ICF mentor coaching

"Is my coaching showing up at the level I'm aiming for?"

- Develops your coaching skills against the ICF Core Competencies and the Minimum Skills Requirements for ACC, PCC or MCC.
- Works from your recordings or transcripts, with specific feedback.
- Has a clear goal (often a credential) and a clear end.

BEARING B · REFLECTION

Coaching supervision

"What is going on in my work, and in me while I do it?"

- A protected, reflective space to look at your client work from a wider angle: the "super-vision" that's hard to get alone.
- Covers your development, your ethics and boundaries, and your own resourcing and wellbeing, often all in one session.
- Ongoing, at any career stage.

BEARING C · STEWARDSHIP

Training to become a supervisor or mentor

"Am I ready to hold this space for other coaches?"

- Learning to supervise or mentor others to a professional standard, such as the ICF Coaching Supervision Competencies.
- Contracting, ethical guidance, reflective models, group dynamics.
- Includes getting supervision yourself while you learn.

What none of these are

A mentor coach isn't an assessor and isn't your therapist. A supervisor isn't your line manager or an inspector. If what's weighing on you is personal distress, health, or a legal question, the right next step is a qualified professional in that field. A good mentor or supervisor will say so and point you to the right help.

How to use this tool

1. Score the 15 statements on the next page (about 5 minutes). **2.** Plot your three totals on the compass. **3.** Read what your strongest bearing suggests, then check what a real session looks like. **4.** Before you hire anyone, take the questions on page 6 into the first conversation.

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STEP 1 · SCORE YOURSELF

Where is your practice pointing right now?

Write a score in each box: **0** not true **1** a little true **2** mostly true **3** very true right now

A Skill

1	I'm preparing for an ICF credential (ACC, PCC or MCC) or a renewal, and I need structured mentor coaching hours.	☐
2	I want someone to listen to my recorded sessions and tell me exactly where the competencies show up and where they don't.	☐
3	I'm not sure what separates my coaching from the next credential level in observable behaviour.	☐
4	I catch myself solving, teaching or leading the client when I mean to partner.	☐
5	I want targeted practice on specific skills: agreements, listening, questions, presence.	☐

B Reflection

6	A client situation keeps replaying in my head after the session ends.	☐
7	I've met an ethical grey area (a sponsor's expectations, confidentiality, a dual relationship, scope) and want to think it through with someone.	☐
8	I work mostly alone, and I miss having a professional space to examine my practice honestly.	☐
9	I notice my own reactions (irritation, rescuing, self-doubt) shaping what I do with certain clients.	☐
10	I want to see the wider system around my clients: the organisation, the stakeholders, the culture.	☐

C Stewardship

11	I already hold an ICF PCC or MCC, and colleagues increasingly bring their cases or recordings to me.	☐
12	I'm offering, or want to offer, supervision or mentor coaching, and I want a rigorous, recognised preparation.	☐
13	I'd like to understand the ICF Coaching Supervision Competencies and the Coaching Supervisor Specialization (CSS).	☐
14	I'm curious about facilitating group supervision and the dynamics that come with it.	☐
15	Developing other coaches feels like the next way I want to serve the profession.	☐

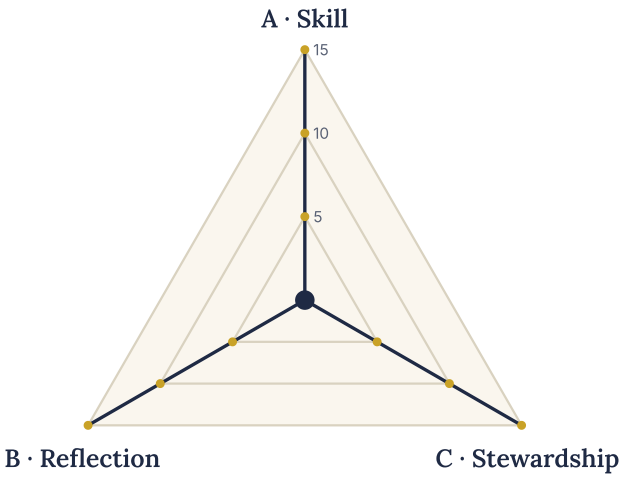
Add up each group (maximum 15). Then take your three totals to the next page.

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STEP 2 · PLOT AND READ YOUR COMPASS

Your Coach Development Compass

Mark each total on its axis (rings show 5, 10 and 15), then join the three points. Look for the longest arm. That's the support to prioritise now.



A · Skill
Mentor coaching
/15

B · Reflection
Coaching supervision
/15

C · Stewardship
Supervisor / mentor training
/15

Two arms within 2 points of each other? Read both. They often belong together.

Strongest on A: start with mentor coaching

Your next gain is visible skill. Look for a mentor coach who works from your recordings, ties feedback to the ICF competencies and the requirements for your target level, and agrees a plan with you at the start. Think of the MSR as a floor to build on. It isn't a ceiling or a checklist.

Strongest on B: book supervision

Your practice needs room to think, not more technique. Supervision gives you that wider view, with space for your learning, your ethics and your own resourcing. Bring a case, a dilemma or a pattern you've noticed in yourself. Group supervision adds peers' perspectives and helps with the isolation.

Strongest on C: train to hold the space

You're being drawn into developing others. Choose a preparation built on the ICF Coaching Supervision Competencies that teaches contracting, ethical guidance, reflective models and group work, and keeps you in supervision while you learn.

Common blends

A + B: working toward a credential while a hard case weighs on you. Do mentor coaching for the skills and supervision for the case. Keep the two contracts separate.

B + C: before you supervise others, get supervised yourself. That's the strongest base for the training.

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STEP 3 · PICTURE IT

What each looks like in a real session

The same coach, in three different rooms. Use this to check that what you're about to buy matches what you need.

	Mentor coaching	Supervision	Supervisor / mentor training
YOU BRING	A recording or transcript of a real session (with your client's consent), plus your target credential level.	A case, a dilemma or a moment that stuck with you, plus a short "preflection" on what you'd like to leave with.	Your coaching experience (typically PCC or MCC), your own supervision, and practice supervising peers.
THE SESSION OPENS WITH	An agreement for today. What do you want to work on, and what would make the hour useful?	A check on the supervision contract and today's focus. What do you most need to look at?	A competency in focus, such as contracting, ethical guidance or group dynamics, and the reflective model you'll practise.
IN THE MIDDLE	Listening together, pausing at specific minutes ("here, what agreement had you made?"), linking what's heard to the competencies, and practising alternatives.	Looking at the story, your in-the-moment reactions, the relationship (including what repeats between you and the supervisor), and the wider system.	Live practice as supervisor, supervisee and observer. Feedback on your stance. Reflective essays and journaling between sessions.
YOU LEAVE WITH	Specific, competency-based feedback, one or two skills to practise, and progress toward your credential.	New perspective, clearer ethical footing, restored energy, and a stronger "internal supervisor" for next time.	A supervision philosophy, a contracting approach, evidence of the competencies, and readiness to apply for recognition.
IT IS NOT	An exam. And not a place to unpack your own reactions in depth.	Skills drilling for a credential. And not therapy.	A shortcut. You still need your own supervision.

A quick test you can use today

Finish this sentence: *"After this support, I want to be able to..."* If the ending is something you can **do** in a session ("hold the agreement all the way through"), point to **mentor coaching**. If it's something you want to **understand or carry differently** ("stop taking this client home with me"), point to **supervision**. If it's about **other coaches** ("support coaches through their dilemmas"), point to **training**.

STEP 4 · BEFORE YOU HIRE

Questions to ask in the first conversation

A good mentor or supervisor will be glad you asked. The answers tell you about their standards and also how they'll work with you.

Hiring a mentor coach

1. Which ICF credential do you hold, and are you experienced in mentoring to my target level?
2. How will we agree on goals, the plan, and how my hours are documented for my application?
3. Will you listen to my real recordings? How do you anchor feedback in the competencies rather than your personal style?
4. How do you store, use and delete my recordings and client data?
5. What's included (one-to-one, group, number of sessions), and what happens if I'm not ready to submit at the end?
6. What will you not do? Where does mentor coaching stop?

Hiring a supervisor

1. What supervision training and accreditation do you hold? (ICF has announced that from 1 January 2027, supervision hours for ACTC applications and credential renewal must be with an ICF CSS holder or a supervisor accredited by another recognised body. Check ICF's current guidance.)
2. How do you set up the contract: confidentiality, purpose, frequency, and how we review it?
3. Which models or lenses do you draw on, and how would you work with a case like mine?
4. How do you handle ethical dilemmas, and when would you suggest other support?
5. One-to-one or group, and what difference would that make for me?
6. Who supervises you?

My compass decision

My strongest bearing is _____ because, right now in my practice...

The one outcome I want from this support in the next 3–6 months:

The two questions above I will definitely ask, and who I will ask:

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WHERE TO GO NEXT

Follow your bearing

Each bearing has a next step. All are virtual, with times in US Eastern Time and prices in USD.

BEARING A

Skill

ICF mentor coaching (ACC / PCC)

10 hours of one-to-one mentor coaching built around your recordings and your target credential. **$1,800.** Prefer to learn alongside peers? Group ICF mentor coaching costs **$950**. Enrol by **31 October**.

BEARING B

Reflection

Group Schema Coaching Supervision

Six 60-minute group sessions, Fridays 15 Jan–19 Feb 2027, 10:00–11:00 AM ET. **$1,290.**

BEARING C

Stewardship

The Mastery of Coaching Supervision

41 hours, ICF CCE, built on the ICF Coaching Supervision Competencies, with *Becoming a Coaching Supervisor and Coach Mentor (2026)* as the core text. Starts 17 January 2027. For coaches with an active ICF PCC or MCC. **$2,200; early bird $1,990 until 27 December.**

FREE OPEN HOUSE

Supervision pathway

Not sure yet? Come and ask

The free supervision open house is on **Tue 3 Nov, 5:00 AM ET**. It also introduces Schemas in Coaching Supervision (ICF AACS level, 60 h), starting Mon 7 Dec: $5,400, early bird $4,900 until 16 Nov 2026. All open houses: **danielaaneva.com/open-houses/**

See every supervision and mentoring option in one place

Compare formats, dates and prices, and find the right fit for your compass.

danielaaneva.com/coaching-supervision-pathway/

The book

Becoming a Coaching Supervisor and Coach Mentor (2026), co-authored by Daniela Aneva, covers the ICF mentor coaching and coaching supervision competencies, models of supervision, and the questions supervisors and mentors meet in practice.

About Daniela

Daniela Aneva, ICF MCC, ACTC, ICF CSS and EMCC ESIA, is an executive and team coach, coaching supervisor and mentor coach. She trains coaches to supervise. danielaaneva.com