



# An ICF PCC Marker Taxonomy

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## Introduction

The PCC Marker taxonomy is based on an analysis of the nature and purpose of the ICF PCC Markers. As one examines the Markers in detail and observes their use in coaching conversations, it becomes obvious that the Markers can be assigned to categories based on their definition and purpose. The ICF's research has not established an empirical correlation between the forty-seven (47) [PCC Markers](#). This taxonomy could guide future research on the Marker's internal structure.

## Overview

This taxonomy is not meant to replace the ICF Core Competencies of coaching which have their own internal logic. Neither is it meant to take focus away from the individual Markers. On the contrary, you might consider that we have three different, but equally valuable levels of analysis from which to view the coaching experience. Using a "both and" approach to these three levels of

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analysis; each of these levels of analysis can be viewed as a “lens” through which we can observe our coaching.

The following describes these three levels of analysis:

- (1) The Core Competencies are at a higher level of abstraction and are as equally important as the Markers. The Core Competencies are part of the original territory that was staked out to define what coaching is.
- (2) The Markers, being behavioral, are more "experience near" and are immensely practical. They were developed by the ICF through a rigorous process by examining the coach's behavior in actual coaching conversations.
- (3) The Marker Taxonomy, the focus of this particular material, is adding a different level of abstraction to the Markers that coaches will find helpful.

Basic presentations around this material have been very well received by coaches at all levels (ACC, PCC, MCC).

*This is an invaluable tool that will  
help you understand the PCC Markers.*

## Marker Categories:

[“Active” Markers \(coach usually initiates\)](#)

[“Learning” Markers](#)

[Questioning Markers](#)

[Freedom from the “Burden of Self” Markers](#)

[Language Markers](#)

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### **Reviews and Testimonials of this approach to The Markers and the Taxonomy:**

*Tom, that was a fabulous conversation last night! I really appreciate the ideas of how to get started - 47 markers is a bit daunting, to say the least.*

*Tom, you were terrific! Such a pleasure to get to know you, and be awed with what you have done with your life to further the movement of coaching.*

*Much appreciated, Tom! Thank you so much for your great contribution to the coaching field.*

*I thought this (Marker categories) was a really useful distinction Tom.*

*Fabulous!*

By purchasing an individual license for the PCC Marker Taxonomy you are joining a community of coaches who are dedicated to become the best coaches they can be.

Purchasing an individual license for the Taxonomy includes:

- A full txt PDF version of the taxonomy.
- Free membership in the Infinite Potential LinkedIn Mentoring Group
- 20% discount on individual and/or group mentoring coaching services
- Free updates to the taxonomy in the future.

*Information about purchasing group and individual licenses is located below.*

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