



A **REVISED** ICF PCC Marker Taxonomy: The Best of Both Worlds

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Disclaimer: While Dr. Tom Krapu, the creator of this material, is a long-time member of the ICF, he is not representing the ICF. The ideas are solely those of the creator of the material. Any errors, omissions or inconsistencies within the taxonomy are the responsibility of the creator.

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](#) (2014) or the updated [PCC Markers](#) (ICF, 2021). 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 local ICF chapters, at the international [ICF Converge](#) conference (ICF, 2021) and at all levels of coaching certification (ACC, PCC, MCC).

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

Marker Categories:

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

[Questioning Markers](#)

[“Learning” Markers](#)

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

[MetaMarkers](#)

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Competency -> Skill -> Behavior

Figure 1: Competency, Skill, Behavior

Note on the Core Competency of Demonstrates Ethical Practice

Note on the Core Competency of Embodies a Coaching Mindset

THE TAXONOMY:

Marker Categories:

“Active” Markers (coach usually initiates)

Figure 2: Specific Active Marker Categories

Specific Active Markers the Coach Offers

Coaching Agreement Markers

Designing Actions, Planning And Goal Setting, And Managing Progress

And Accountability

Leveraging into the Future Markers

Creating Closure Markers

Specific “Active” Markers the Coach uses in response to “what the client offers”

Respect and Support Markers

Energic Markers (having or showing much energy)

On Curiosity

Curiosity or Appreciative Inquiry Markers

Choice Markers

Questioning Markers

“Learning” Markers

Coach facilitates learning

Articulating learning

Applying learning

An example of coach insight

The shift from laser focus to global awareness

Freedom from the “Burden of Self” Markers

Coaches Self-Management Markers

Coaches “Utilization of Self” Markers

MetaMarkers (General)

Conclusion

[About the Author](#)

[LinkedIn Taxonomy Study Group](#)

Definitions

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.
- Video workshop on the Learning Markers: How we create awareness
- Video workshop on the "Freedom from the Burden of Self" Markers
- Detailed audio (MP3) discussion of the End Phase of every coaching conversation.
- 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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