

Training

Ethics

Ethics set norms for the behaviour of a coach who acts according to the Hamburger Schule. Behavioural principles with regards to ethics reflect the job of the coach and of coaching. In doing so, the coach considers in particular the interest of the person being coached within the coaching context.

1. Basic attitude of a professional coach

- A coach is a provider of a service
- A coach respects the value and the dignity of each person as well as their personal rights, in particular their right to self-determination. His behaviour is based upon the value of freedom.
- The coach takes responsibility for the best possible interpretation of the coaching process (methods) in the topical change context of his coachee.
- A coach only holds coachings when a basis of voluntariness is given. In strict sense of the word this means that the coachee decides himself at the beginning of a coaching which topics are to be worked on in the coaching and which information he wishes to disclose. The coach respects this.
- Should a different form of support in working on the change topic be more suitable then the coach explains this to the coachee early enough and in an appreciative manner.
- The coach is unbiased towards his coachee as a person and the coachee's topical context. Accordingly he accepts that the client/coachee has the right to his own opinions and interpretation of his world.
- A coach is loyal towards the economic interest, the legal framework, the foals and strategies as well as the existing culture of values of the company for which he works.
- A coach is independent and impartial. During and after a coaching he examines whether or not there is an underlying conflict of interests through an overlapping of motives, values and needs and, if necessary, initiates a change. An appropriate measure for checking this is supervision.
- A coach bases his behaviour on the value "sustainable". Sustainable means: the coachee is able to initiate, reflect and evaluate his change behaviour himself and in doing so stabilise it (sustainable self-learn concept).

- A coach accepts that the coachee himself possesses the resources required for change. The coach provides general, structural resources for the coaching process, but does not practice and train these in the sense of a situational competence of usage.
- A coach accepts that his coachee can control himself within his topical change context.
- A coach uses models, theories and axiomatic for creating hypotheses which are scientifically verifiable.
- A coach does not coach others if he is in psychiatric care, or is being treated with strong drugs which can influence his self-control.

2. Contractual basis of coaching

A coaching takes place upon a legal and contractual basis which is comprehensible for all contractual partners. As well as the aspects of payment and timing, this basis regulates in particular the implementation of the contract and its termination.

3. Discretion / data protection in coaching

Discretion and data protection mean complying with the associated measures (and expectations). The coach protects the confidentiality of all information from the coaching and in connection with the coaching. This means in particular being discrete with information about the coachee and the client as well as not behaving improper when it comes to competition. Knowledge of the appropriate laws is required as well as abiding by them.

The information given by the coached person is to be dealt with in absolute discretion and secrecy, unless the coached person has given appropriate permission for their disclosure or other legal obligations exist (e.g. a criminal offence emerges).

4. Presentation / transparency of the competence of the coach and of coaching

Transparent means preserving the principle of traceability.

The coach makes sure that the coachee has understood the process and the related tasks. This involves presentation of one's own qualifications, specialisation and experience as well as an honest statement about the boundaries of one's own competence. In particular this means avoiding any kind of action that might damage the image of colleagues in the public eye.

The coach makes sure that the terms of the coaching are observed and understood from the beginning

The person to be coached is to be informed about the possibilities of the boundaries of the coaching that is to take place. If the client and the coachee are not the same person then the client is also to be informed. Results are not to be promised, either directly or indirectly.

5. Use of references by the coach

A coach is also allowed to make his occupation known in a professional, honest and fair manner. A coach may only use the names of coachees as references when these have given their explicit agreement in writing.