

## Core Models and Definitions

### The Competence Model Coach of the Hamburger Schule

Within the “coaching” situation, the coach builds up a context with his coachee, group or team which is made up of the values “freedom”, “voluntariness”, “provision of resources” and “self-control”. The coach carries the responsibility for the coaching process. In addition, he also takes into consideration the values of the coachee, group or team, which are also part of the context. The coach is, therefore, in the truest sense of the word, “appreciative”.

For this “enhanced” context he has developed the abilities and skills and is able to be successful in this context within the framework of his process responsibility. The same definitions are also valid for topical areas of competence.

- Personal competence
- Professional and methodical competence
- Social and communicative competence
- Topical competence
- Competence for actions and decision making



#### Personal competence

Personal competence means having identified one’s own feelings, motives, needs and values within a context and to be able to assess one’s own behaviour.

#### Professional and methodical competence

Professional and methodical competence means possessing the professional know-how and skills for a context and being able to organise work processes in a results-oriented way within this context.

#### Social-communicative competence

Social-communicative competence means dealing with, in a self-controlled fashion, feelings, motives, needs and values of one’s self and of other people and recognising differences in order to be able to agree upon a social context which incorporates the interests of all those involved.

#### Topical competence

Topical competence means having had reflected experience in a field, in a topic or culturally within a context.

### Competence for actions and decision making

Competence for actions and decision making means being able to recognise the meaning of a context, differences to other contexts as well as being able to coordinate all of one's own resources into situational individual action.