

NEXT LEVEL COACHING FRAMEWORK

The Institute for Adult Development

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Next Level Coaching Framework

Level Mapping for Comparison

ICF Levels	EMCC Levels	NLC Awareness Quotient Level
ACC	Foundation	AQ5 - Discovering Self
PCC	Practitioner	AQ6 - Emerging Separation
MCC	Senior Practitioner	AQ7 - Self-Aware
ACTC	Master Practitioner	AQ8 - Map Aware



Understanding Self

This competence is reinterpreted through CDT as a dynamic construction of awareness in the moment. The individual's progression is reflected by their ability to use Cognitive Intentions in service of greater metacognitive flexibility and intentional responses.

AQ5 Capability Indicators

Constructs basic awareness of internal beliefs and behaviours but often defaults to unconscious Cognitive Intentions. Limited capacity for observing the self in context.

AQ6 Capability Indicators

Recognises patterns in own thinking and begins to apply the Four Pillars (Intention, Awareness, Choice, Response) in low-stakes environments. Uses reflection to improve situational alignment.

AQ7 Capability Indicators

Synthesises feedback and conflicting values to shift between roles and responses fluidly. Demonstrates meta-cognition by naming their Thinking Style as they construct it.

AQ8 Capability Indicators

Fully aware of the constructed nature of identity. Deliberately selects and shifts Thinking Styles in real-time. Holds paradox, ambiguity, and contradiction while supporting others' awareness construction.

Commitment to Self-Development

This competence is reinterpreted through CDT as a dynamic construction of awareness in the moment. The individual's progression is reflected by their ability to use Cognitive Intentions in service of greater metacognitive flexibility and intentional responses.

AQ5 Capability Indicators

Engages in external learning experiences but lacks awareness of how thinking is constructed. Growth is guided by procedural inputs and external validation.

AQ6 Capability Indicators

Reflects on own developmental trajectory and begins to take ownership of learning. Applies feedback selectively and experiments with new Cognitive Intentions.

AQ7 Capability Indicators

Creates structured opportunities for growth. Identifies blind spots through peer feedback and adjusts CI use accordingly. Development is now self-directed and deliberate.

AQ8 Capability Indicators

Embeds personal development into daily self-construction. Challenges existing paradigms. Models lifelong experimentation and supports others in their vertical development.

Managing the Contract

This competence is reinterpreted through CDT as a dynamic construction of awareness in the moment. The individual's progression is reflected by their ability to use Cognitive Intentions in service of greater metacognitive flexibility and intentional responses.

AQ5 Capability Indicators

Follows contractual guidelines and boundaries procedurally. Limited flexibility when ambiguity arises. Adheres to institutional norms.

AQ6 Capability Indicators

Adapts agreements based on contextual awareness. Uses reflective questioning to align expectations with clients and sponsors.

AQ7 Capability Indicators

Constructs ethical agreements dynamically in complex systems. Aware of power dynamics and shifts language to match client readiness.

AQ8 Capability Indicators

Co-creates emergent psychological contracts in fluid, ambiguous contexts. Constructs context-specific ethical responses. Operates with integrity as an evolving principle.

Building the Relationship

This competence is reinterpreted through CDT as a dynamic construction of awareness in the moment. The individual's progression is reflected by their ability to use Cognitive Intentions in service of greater metacognitive flexibility and intentional responses.

AQ5 Capability Indicators

Relies on rapport-building techniques. Understands the value of trust but lacks awareness of how it is constructed in the moment.

AQ6 Capability Indicators

Identifies shifts in client state and adjusts language, posture, or CI to maintain rapport. Begins to construct safety and psychological availability.

AQ7 Capability Indicators

Demonstrates fluency in reading sensory and emotional cues. Holds space without merging identities. Language is constructed in service of client development.

AQ8 Capability Indicators

Constructs relationships intentionally from moment to moment. Adapts to client's cognitive stage and reconstructs the relationship as a developmental mechanism.

Enabling Insight and Learning

This competence is reinterpreted through CDT as a dynamic construction of awareness in the moment. The individual's progression is reflected by their ability to use Cognitive Intentions in service of greater metacognitive flexibility and intentional responses.

AQ5 Capability Indicators

Asks good questions and listens actively but relies on predefined models. Insight occurs incidentally, not deliberately constructed.

AQ6 Capability Indicators

Constructs learning moments using intentional questioning. Supports client pattern recognition through structured cognitive redirection.

AQ7 Capability Indicators

Uses paradox, metaphor, and CI manipulation to challenge and evolve client thinking. Constructs transformative moments consciously.

AQ8 Capability Indicators

Constructs insight as a co-created artefact. Reframes, disrupts, and stabilises new patterns of awareness in the moment. Operates within and beyond the client's constructed reality.

Outcome and Action Orientation

This competence is reinterpreted through CDT as a dynamic construction of awareness in the moment. The individual's progression is reflected by their ability to use Cognitive Intentions in service of greater metacognitive flexibility and intentional responses.

AQ5 Capability Indicators

Supports goal-setting and reviews actions using a procedural framework. Focuses on completion rather than transformation.

AQ6 Capability Indicators

Links client outcomes to deeper awareness of context. Constructs action steps that align with evolving internal frameworks.

AQ7 Capability Indicators

Encourages self-authorship of goals. Uses CI awareness to align intention with action across timeframes and contexts.

AQ8 Capability Indicators

Constructs adaptive pathways for learning in real-time. Encourages emergence over control. Aligns outcomes with values, systems, and broader purpose.

Use of Models and Techniques

This competence is reinterpreted through CDT as a dynamic construction of awareness in the moment. The individual's progression is reflected by their ability to use Cognitive Intentions in service of greater metacognitive flexibility and intentional responses.

AQ5 Capability Indicators

Applies coaching models mechanically. Little awareness of how models influence client construction of reality.

AQ6 Capability Indicators

Begins to adapt tools with contextual awareness. Reflects on why and how a model works in the moment.

AQ7 Capability Indicators

Constructs a personal synthesis of techniques. Applies tools dynamically to match client CI profile and AQ.

AQ8 Capability Indicators

Creates or evolves models to suit the moment. Models are deconstructed, reconstructed, or discarded in service of awareness-building.

Evaluation

This competence is reinterpreted through CDT as a dynamic construction of awareness in the moment. The individual's progression is reflected by their ability to use Cognitive Intentions in service of greater metacognitive flexibility and intentional responses.

AQ5 Capability Indicators

Seeks client feedback post-session. Relies on external cues to evaluate success.

AQ6 Capability Indicators

Reflects on session effectiveness using CI awareness. Begins to evaluate impact beyond immediate feedback.

AQ7 Capability Indicators

Constructs iterative evaluations through supervision and self-reflection. Sees evaluation as a moment-to-moment activity.

AQ8 Capability Indicators

Evaluates across systems and time. Uses evaluation to influence the evolution of coaching as a discipline. Recognises evaluation as a constructed lens.