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European Coaching and Mentoring Research Consortium

This research was commissioned by EMCC and was undertaken by a team of researchers in 50 countries across Europe. The research was sponsored by the Henley Centre for Coaching.


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## Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lead research partners</td>
<td>4</td>
</tr>
<tr>
<td>Introduction</td>
<td>5</td>
</tr>
<tr>
<td>The development of coaching in Slovakia</td>
<td>6</td>
</tr>
<tr>
<td>Biographical information</td>
<td>8</td>
</tr>
<tr>
<td>Coaching practice</td>
<td>9</td>
</tr>
<tr>
<td>Reflective practice and supervision</td>
<td>10</td>
</tr>
<tr>
<td>Continuous professional development</td>
<td>11</td>
</tr>
<tr>
<td>Conceptual models</td>
<td>12</td>
</tr>
<tr>
<td>Diversity of approaches</td>
<td>13</td>
</tr>
<tr>
<td>Evaluation</td>
<td>15</td>
</tr>
<tr>
<td>Contracting for corporate coaching assignments</td>
<td>16</td>
</tr>
<tr>
<td>Coaching ethics</td>
<td>18</td>
</tr>
<tr>
<td>Commissioning coaching</td>
<td>21</td>
</tr>
<tr>
<td>Research partners</td>
<td>22</td>
</tr>
</tbody>
</table>
Lead research partners

The Henley Centre for Coaching

The Henley Centre for Coaching is a research and coach training centre at Henley Business School. The Centre is recognised as a world leader for coach training and research, having trained over 2,500 coaches over the past decade. The Centre provides professional coach training with a Professional Certificate in Coaching and an MSc, which are delivered in the UK across Europe and in the Middle East and Africa. Henley’s team is actively engaged in research, contributing to journals, books and best practice publications.

Current research projects include neuroscience and coaching, coach identity and coach development, coaching competences, supervision and coaching ethics. The Centre also provides continuous professional development and supervision for coaches across the world. You can join the Henley Centre for Coaching and access our research, resources, supervision and bi-monthly webinars.

To find out more about Henley’s coaching activities in the UK and Europe visit: henley.ac.uk/coachingcentre

The EMCC exists to develop, promote and set the expectation of best practice in mentoring, coaching and supervision across Europe and beyond, for the benefit of society. EMCC International is a council made up of countries providing coaching and mentoring membership in affiliated countries. Direct membership is available globally where an affiliation does not exist. The EMCC was founded in 1992 by David Clutterbuck, David Megginson, Bob Garvey, Kim Langridge, Julie Hay, Eric Parsloe and Sir John Whitmore.

As of 2018, it has affiliations in 25 countries: Belgium, Cyprus, Croatia, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Luxembourg, Morocco, the Netherlands, Norway, Poland, Romania, Spain, Sweden, Switzerland, Serbia, Turkey, Ukraine and the United Kingdom. The EMCC provides course accreditation, alongside individual accreditation for coaches, mentors and supervisors.

Details can be found at: emccouncil.org/eu/en/accreditation

Membership is open to everyone.

Researchers

The research was co-ordinated by:

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The European Coaching and Mentoring Research Consortium project involved a collaboration with over 50 academics and practitioners, and over 100 professional bodies across Europe.
Introduction

This report provides an overview of the Slovak results from The State of Play in European Coaching & Mentoring (2017) research project, and compares these with the results from Europe and the UK.

Research method

The aim of the research project was to extend beyond traditional institutional networks and the main European languages (English, French, German and Spanish), to provide a more inclusive research study, recognising the equal value of all European countries, languages and cultures, and of the different professional bodies and institutions.

The research questions were designed by the researchers in collaboration with the EMCC, and were adapted during the development phase. For each country, a research partner or team was identified and a National Research Lead was consulted on whether the survey should be translated, and which language(s) should be used. The National Research Leads led the translation process, which involved initial translation and an independent review.

The survey was launched on 1 March 2017 in 31 languages, ranging from English, Spanish, French and German, to Slovak, Catalan and Serbian.

The survey was publicised through established coaching federations and management bodies, as well as online through social media interest groups. In total, approximately 100 organisations committed to sharing the research link with their members or to publishing details of the research on their website.

Participants took, on average, 25 minutes to complete the questionnaire.
The development of coaching in Slovakia

Coaching in Slovakia has matured in the last ten years. Two associations of coaches in Slovakia – the Slovak Association of Coaches (SAKO, founded in 2006) and the International Coach Federation (ICF) Slovak Charter Chapter (founded in 2007) – have achieved a high level of recognition in the public and business spheres.

Both associations have worked together to bring coaching and its benefits to individuals, teams and organisations. They have organised a variety of small and large events and conferences, and used various opportunities to bring coaching to the public, through coaching areas and workshops.

Many industrial and commercial companies from Europe and other continents have invested in Slovakia and helped to accelerate coaching in the country. With the increase of accredited coach training providers, both from Slovakia and from abroad, there has been an increase in the number of coaches who are offering their services.

Membership of the two major professional associations in Slovakia at the end of 2017 was: SAKO – 89, ICF – 78.

Current hot topics in Slovak coaching are:

- Increasing focus on supervision and mentoring in continuing education and growth of certified coaches
- A significant part of coaching takes place in the business/corporate world
- Pro-bono coaching activities related to social responsibility

The relevant active providers of certified coach training in Slovakia include:

- Akadémia Koučovanía
  Coaching – philosophy and competence
  (SAKO certified)

- Business Coaching College
  Business Coaching – meaning and mechanics of coaching in business
  (ICF ACSTH)

- double B
  Integrative Coaching and Core Competencies
  (ICF ACSTH)

- Erickson Coaching International
  The Art and Science of Coaching
  (ICF ACTP)

- Power Coaching
  Kouč
  (ICF ACSTH)

- Solution Surfers
  Brief Coach Training
  (ICF ACTP)

- The International Centre for Business
  Diploma in Business Coaching
  (ICF ACTP)

Zlatica Mária Stubbs, BA, PCC
Slovak Research Lead
Rozvoj koučovania na Slovensku


Obe organizácie spoločne pracovali na približení koučingu a jeho benefitov jednotlivcom, tímom a organizáciám, organizovali množstvo malých aj veľkých eventov, konferencií, využívajúc rozličné možné príležitosti priblížiť koučing verejnosti, napríklad koučovacie zóny, workshopy a podobne.

Mnohé priemyselné a komerčné firmy z Európy a iných kontinentov investovali na Slovensku a prispeli k zrýchleniu uplatňovania koučingu na Slovensku. S príchodom akreditovaných zahraničných, ale aj na Slovensku založených koučovacích škôl, rastie počet koučov, ktorí ponúkajú svoje služby.

Členstvo v dvoch hlavných profesionálnych združeniach na Slovensku bolo na konci roka 2017: SAKO – 89, ICF – 78.

Súčasné horúce témy na Slovensku v oblasti koučingu sú:

- Rastúce zameranie aktivít na supervíziu a mentoring v priebežnom vzdelávaní a raste certifikovaných koučov
- Významná časť koučovacích aktivít sa deje v biznisovom a korporatívnom svete
- Spustenie pro-bono koučovacích aktivít spojených s oblastou sociálnej zodpovednosti

Medzi relevantných aktivných poskytovateľov certifikovaných tréningov koučov na Slovensku patria:

- Akadémia Koučovania
  Koučovanie – filozofia a spôsobilosť (SAKO)
- Business Coaching College
  Business Coaching – meaning and mechanics of coaching in business (ICF ACSTH)
- double B
  Integrative Coaching and Core Competencies (ICF ACSTH)
- Erickson Coaching International
  The Art and Science of Coaching (ICF ACTP)
- Power Coaching
  Kouč (ICF ACSTH)
- Solution Surfers
  Brief Coach Training (ICF ACTP)
- The International Centre for Business
  Diploma in Business Coaching (ICF ACTP)

Zlatica Mária Stubbs, BA, PCC
Slovenský líder prieskumu
Biographical information

In total, 82 individuals responded to the survey in Slovakia, out of a total response of 2,898 responses across Europe.

**Diagram 1: Gender of respondents**

- **Slovakia**
- **Europe (Excl. UK)**
- **UK**

**Diagram 2: Membership of professional coaching associations**

Q1.6 Which coaching and mentoring bodies are you a member of?

- **EMCC** European Mentoring and Coaching Council
- **ICF** International Coach Federation
- **Other**
- **None**
Coaching practice

Diagram 3: Proportion of working time spent delivering coaching

Diagram 4: Hourly fee rates: Corporate funded coaching
Q5.6 Fee rates for corporate clients
Reflective practice and supervision

**Diagram 5: Methods of reflection**

Q6.1 What methods do you use to reflect on your practice? (You can select more than one option)

- Self-reflection
- Reading coaching books
- Peer networks
- Reading coaching research
- Formal supervision
- Mentor
- Co-Mentor
- Self-support

(Slovakia – insufficient data)

**Diagram 6: Frequency of supervision**

(based on ratio of 1 hour of supervision per X hours of coaching)

Q6.4 How often do you receive formal coaching supervision?

- I don’t receive supervision
- 1 < 100
- 1: 51–100
- 1: 26–50
- 1 > 26
Continuous professional development

Diagram 7: Time invested in CPD
Q7.1 How do you divide your working time?

Diagram 8: Keeping up to date
Q7.2 How do you keep up to date in your coaching practice?
(You can select more than one)
Conceptual models

Diagram 9: Coaching practice
Q9.2 Which models do you use in your coaching practice?
(You can select more than one)

- Behavioural / GROW Model
- Solution focused
- NLP
- Cognitive behavioural
- Transactional analysis
- Gestalt
- Psychodynamic
- Motivational interviewing
- Transpersonal
- Existential
- Other

Slovakia Europe (Excl. UK) UK

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<tr>
<th>Model</th>
<th>Slovakia</th>
<th>Europe (Excl. UK)</th>
<th>UK</th>
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<tr>
<td>Behavioural / GROW Model</td>
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<td>Other</td>
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Diversity of approaches

Diagram 10: Presenting issue 1 – Career change
Q9.3 What model do you use with the following presenting issue?

Diagram 11: Presenting issue 2 – Workplace stress
Q. What model do you use with the following presenting issue?
Diagram 12: Presenting issue 3 – Improving presentation skills
Q. What model do you use with the following presenting issue?

Diagram 13: Presenting issue 4 – Persistent checking of non-work emails
Q. What model do you use with the following presenting issue?
Diagram 14: Evaluating impact
Q10.1 How do you evaluate the impact of your coaching?

- When asked by the organisational client
- Periodically, on a random sample of individual clients
- Formally – evaluation form at end of every meeting
- Informally, at end of every meeting
- Formally – evaluation form at end of every coaching assignment/contract
- Informally, at end of every coaching assignment/contract
- I have not formally evaluated my work in the past twelve months
- Other

Diagram 15: Gathering feedback
Q10.2 Who do you gather evaluation feedback from in your coaching?

- The individual client
- The individual client and the line manager
- The individual client and the commissioning manager
- The individual client, commissioning manager and line manager
- Yourself (self reflection feedback)
- I do not gather feedback
- Other
Contracting for corporate coaching assignments

Diagram 16: Contract partners
Q11.1 When you enter into a coaching agreement, who do you contract with most frequently?

- In writing with the organisation / HR department
- Verbally together in a multi-partite agreement
- Verbally with the organisation / HR department
- Verbally with the sponsor / line manager
- Verbally with the individual client (coachee)
- Verbally with all three separately
- In writing in a multi-partite contract / agreement
- In writing separately with all parties
- In writing with the organisation and verbally with the other parties

Diagram 17: The primary partners
Q11.2 Who do you believe is the primary client when you are delivering corporate/organisational coaching?

- Whoever is paying
- All are of equal importance
- Sponsor / client’s line manager
- Organisation / HR department
- Individual client (coachee)
Diagram 18: Contract clauses – Individual client agreements

Q11.3 What aspects are explicitly included in your contract with the individual? (You can select as many as appropriate)

Diagram 19: Contract clauses – Organisational client agreements

Q11.4 What aspects are explicitly included in your contract with the organisation? (You can select as many as are appropriate)
Coaching ethics

Diagram 20: Sharing ethical codes – 1
Q12.1 Do you share your ethical codes with individual clients?

Diagram 21: Sharing ethical codes – 2
Q12.2 How do you share the ethical code with individual clients?

Legend:
- Slovakia
- Europe (Excl. UK)
- UK
**Diagram 22: Ethical dilemma 1 – Coach pays a fee to secure contract**

Q13.1.1 What do you think should happen in the following scenario?
A coach pays a fee to an individual to gain a coaching contract with an organisation.

- Nothing
- Issue a warning by their professional body
- Be removed from their professional register for 1 year
- Be removed from their professional register permanently
- Be reported to the police

**Diagram 23: Ethical dilemma 2 – Coach enters sexual relationship with client**

Q13.1.2 What do you think should happen in the following scenario?
A coach enters into a sexual relationship with a client during a coaching assignment.

- Nothing
- Issue a warning by their professional body
- Be removed from their professional register for 1 year
- Be removed from their professional register permanently
- Be reported to the police

Slovakia, Europe (Excl. UK), UK
Diagram 24: Ethical dilemma 3 – Coach fails to report low-level drug taking by their client

Q13.1.4 What do you think should happen in the following scenario?
A coach fails to report to the appropriate authorities a client who is using low-level illegal drugs

Diagram 25: Ethical dilemma 4 – Coach fails to report theft of commercial information

Q13.1.5 What do you think should happen in the following scenario?
A coach fails to report the actions of a client who has disclosed commercially sensitive information, which has affected the value of the company
Commissioning coaching

Diagram 26: Criteria in coach selection

Q16.1 When commissioning coaching, what are the most important factors (in order of importance)?

- Experience of the individual coach
- Professional qualifications
- Experience of the provider organisation
- Price
- Member of a professional body

% of coaching commissioning managers

- Slovakia (Insufficient data)
- Europe
- UK
Research partners

Our thanks go to our research partners who made this research possible. In total, over 100 organisations and individuals collaborated in the research, sharing the research link with their members and encouraging their members to participate.

**International research partners**
- European Mentoring and Coaching Council International
- International Coach Federation
- Association for Coaching (Global)
- Worldwide Association of Business Coaches (WABC)
- Irish Management Institute (IMI)
- CIPD (Channel Islands)
- Bulgarian Association for People Management (BAPM)
- ICF Bulgaria
- Croatian Coaching Association
- Croatian Psychological Association
- HR Centar
- Société Française de Coaching
- SCY (Finnish Coaching Association)
- Suomen Mentorit (Finnish Mentoring Association)
- Suomen Coaching-yhdistys
- ICF Finland
- Johdon työnhjaajat Ry
- Henry Ry
- Deutscher Bundesverband Coaching (DBVC)
- Deutsche Coaching Gesellschaft eV (DCG)
- ICF Greece
- ICF Hungary
- OHE National (HR Association)
- EMCC Hungary
- Associazone Italiana Coach Professionisti (AICP)
- ENI Corporate University
- SCP Italy
- Federprofessional
- Ridler & Co.
- Edinburgh Napier University
- University of South Wales (USW)
- University of East London (UEL)
- Sheffield Hallam University
- Oxford Brookes University
- American Chamber of Commerce in Kosovo
- ICF Slovak
- Slovenská Komora Psychológov

**National research partners**
- Oil & Gas UK
- Chartered Institute of Professional Development (CIPD)
- British Psychological Society (BPS)
- British Association for Counselling & Psychotherapy (BACP)
- Association of Business Mentors (ABM)
- Association of Professional Executive Coaches & Supervisors (APEC5S)
- EMCC UK
- Association for Coaching (UK)
- EMCC Poland
- The Coaching Chamber (Poland)
- ICF Poland
- Mentors Association PROMENTOR
- International Mentoring Association
- Collegium Civitas University
- WSB Universities
- Novo Coaching
- Trainers Association MATRIK
- Norman Bennett Group
- Cognitivistic Institute Bennewicz
- Institute of Leadership & Management (ILM)
- Tischner European University
- Noble Manhattan Coaching
- Polish Coaching Association
- University of Social Sciences and Humanities, Laboratorium Psychoedukacj (SWPS)

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22
• HRComm (Association for Management and Development of Human Resources)
• Slovak Association of Coaches (SAKO)
• ALKP (Association of Lectors and Career Counsellors)
• Coaching – Theorie und Praxis (Journal)
• Swiss Society for Coaching Psychology
• Federation of Swiss Psychologists (FSP)
• ICF Switzerland
• EMCC Switzerland
• Berufsverband für Coaching, Supervision und Organisationsberatung (BSO)
• Associations of Psychologists of Andorra
• Hellenic Coaching Association (HCA)
• Coaching at Work (Magazine)

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