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COACHING & CONSULTING



The Art of Masterful
Mentoring

*Discovering Your Path
as an ICF Mentor Coach*

Fran Fisher

The Art of Masterful Mentoring

Discovering Your Path as an ICF Mentor Coach

Webinar Presentation Workbook

Fran Fisher, MCC

ICF L.A. Chapter

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Coaching Role Distinctions

Coaching Definition

Coaching is the sacred space of Unconditional Love, where learning, growth, and transformation naturally occur. — Fran Fisher , MCC

ICF Coaching Roles and Distinctions

Coaching is about partnering with clients to support their desired changes, learning, and growth.

Mentoring is a collaborative learning process through which coaches receive feedback based on observed or recorded sessions to support them in further developing their unique coaching style and coaching skills in alignment with the ICF Core Competencies.

Supervision is a dynamic and reflective process of collaboration, guidance, and support through which coaches develop their personal, professional, and ethical capacity and maturity.

The Secret Sauce of BEING a Highly Effective Mentor

The “secret sauce” is BEING — embodying and demonstrating — a blend of experience, knowledge, structure, compassion, and deep listening that engenders the client’s trust in the mentoring process and YOU as their mentor.

As a mentor, make it your intention to offer deep insights and ways of perceiving that help clients see beyond the coaching conversation and look deeply at themselves and who they are being. Be clear and straightforward with prospects that the entire coaching mastery journey is a personal growth process — it’s a soul’s journey for releasing attachments to ego and reaching higher levels of human consciousness — and it is an ongoing journey, not a destination.

BE:

- A guide and mentor from love/compassion versus power
- An authentic teacher, leader, partner, and champion
- Principled and fair
- Patient, kind, empathetic, and intuitive
- Open, approachable, fun loving, flexible, and devoted to your craft
- Creating and holding a safe environment
- Allowing and supporting differences of learning styles
- Whole-hearted enthusiasm for coaching and for your client’s growth and development
- Confident in the client’s abilities
- Humble and ready to learn together, i.e. you don’t “know it all”
- Always learning and developing
- Giving empowering feedback—authentic and generous
- Gentle yet firm when giving feedback to invoke curiosity versus shutdown, defensiveness, or frustration
- Holding a high standard of excellence

Exercise: WHO do you want to BE as a coach mentor? Choose your TOP Five Mentor Essential Qualities from the words and phrases listed on pages 3 and 4. Then, post them on page 5.

Sample BEING Qualities

Accepting	Connected	Glamorous	Masterful	Satisfied
Accurate	Contemplative	God-centered	Mindful	Secure
Achiever	Content	Graceful	Mystical	Self-expressed
Active	Contributing	Grateful	Natural	Sensational
Adaptive	Courageous	Happy	Nurturing	Sensual
Adventurous	Creative	Harmonious	Open	Serene
Affectionate	Curious	Healthy	Open-hearted	Serving
Aligned	Dedicated	Heart-centered	Open-minded	Shining
Allowing	Delightful	High-spirited	Partner	Sincere
Altruistic	Devoted	Holistic	Passionate	Soft
Analytical	Discerning	Honest	Patient	Spiritual
Artistic	Dramatic	Honoring	Peaceful	Spontaneous
Assisting	Dreamer	Hopeful	Perceptive	Stimulating
Authentic	Elegant	Humorous	Persuasive	Strong
Autonomous	Empowering	Imaginative	Planful	Superior
Aware	Encouraging	Independent	Pleasurable	Tender
Awed	Energetic	Influential	Powerful	Thoughtful
Balanced	Enjoyable	Ingenious	Private	Thrilled
Beautiful	Enjoying	Inquisitive	Professional	Touching
Blissful	Enlightening	Inspiring	Prosperous	Transforming
Brave	Entertaining	Intentional	Questing	Trusting
Brilliant	Excellent	Intimate	Questioning	Trustworthy
Bright	Exhilarated	Intuitive	Radiant	Truthful
Calm	Expansive	Inventive	Realizing	Understanding
Careful	Expert	Kind-hearted	Recognizing	Unique
Caring	Faithful	Knowledgeable	Reflecting	Visionary
Clear	Family-oriented	Leader	Resilient	Vital
Comforting	Flexible	Learner	Responsible	Vulnerable
Committed	Focused	Listener	Reverent	Wealthy
Community-minded	Forgiving	Loving	Risk Taking	Whole
Compassionate	Friendly	Loyal	Romantic	Willing
Complete	Free	Magical	Sacred	Wise
Congruent	Fun	Magnificent	Safe	

The best way to do is to be. — Lao Tse

My Five Quality-Focused Intentions for Mentoring

List your top five quality-focused intentions for being a mentor:

- 1.
- 2.
- 3.
- 4.
- 5.

ICF Mentor Coach Specialization (MCS)

NOTE: This is considered a designation (not a certification or accreditation).

MCS Requirements and Pathways

The purpose of the MCS is to ensure that mentor coaches are well-trained and qualified to:

- Effectively evaluate a coach's skill level at the appropriate credential level (ACC, PCC, MCC).
- Provide meaningful, clear, and constructive feedback that supports continued learning, growth, and development.

You may apply for one, two, or all three qualifications, depending on your credential and training.

Standard MCS Path

Prerequisite Credential: Active PCC or MCC Credential or a Renewed ACC Credential

Mentor Coach Education: 41 or more hours of education aligned with the ICF Mentor Coaching Competencies (at least 50% delivered synchronously)

Credit for Prior Learning MCS Path

Long-term Mentor Coach Practitioners can earn the Mentor Coach qualification through a **Credit for Prior Learning** pathway. Apply through this path by meeting the following requirements:

- Hold an active PCC or MCC credential or a renewed ACC.
- Complete at least 10 hours of mentor coaching education (synchronous or asynchronous) aligned with the ICF Mentor Coaching Competencies.
- Complete the current ICF evaluation training courses (ACC BARS, PCC Markers, MCC BARS) or equivalent for each level of qualification you seek to earn.

NOTE: ICF evaluation trainings do not count toward your 10 hours of mentor coaching education through this path.

- Provide evidence of five mentor coaching clients who have successfully earned a credential in the past three years.

MCS Renewal Requirements

An ICF Mentor Coach Specialization will be valid for a period of three years, after which it must be renewed. To renew the MCS, the mentor coach must:

- Maintain an active ICF credential.
- Complete 10 hours of continuing education aligned with the ICF Mentor Coaching Competencies within the three years since your MCS was awarded or last renewed.
- Coaching supervision hours dedicated to your mentor coaching practice can be used to fulfill continuing education credit requirements for MCS renewal.

DOING Mentoring: Providing Structure and Organization

- If you have completed training for ICF ACC, PCC, or MCC Assessors, utilize the ICF Resource Guides as a reference as you evaluate for client feedback. Note: I highly recommend you take these self-paced online ICF courses.
- Offer a variety of modalities in your mentoring, honoring the mentee's learning style (auditory, visual, kinesthetic, etc.). For example, include debriefs of transcripts, quizzes, skill drills, and other variations for practice. Example: Coach coaches Mentee or Mentee coaches Coach. Stop/Start the recording for discussion, followed by debrief for learning.
- Orientation (Individual and Group): For the first session of your mentoring program, create context for the essence of coaching, distinctions, and guiding principles. Explain forms and processes.
- Have the mentee review their recording and transcript before sending them to you.
- Provide a self-reflective Preparation Form for the mentee to complete and submit before each mentoring call. The Prep Form could include space for measuring progress on their learning goals.
- Assess client recordings with specificity, scoring them according to the ICF ACC/PCC/MCC standards.
- Debriefs: First, debrief client's self-reflections. Then share your feedback. Shine the light on strengths, celebrate progress, and explore opportunities for development. Partner with the client to design skill practices to experiment.
- Prepare to share your reflections on Strengths and Opportunities for Development in a live debrief session.
- Record feedback debriefing sessions so mentees can review.
- For feedback specificity, note the time stamps from their transcript in your written feedback for Strengths and for Opportunities for Development and address those strengths and opportunities for development in your live debrief.
- Provide resources that support your mentee's learning.
- Complete every debrief feedback session with this question: *"What learning Intention will you take forward?"*

Mentor Feedback Guidelines

- Aim to write/speak accurate, high quality, respectful feedback.
- Start from the mindset that the recording is already ACC, PCC, or MCC-level coaching.
- Listen for how the coach responded to what the client offered.
- Be aware of any personal triggers or biases as you listen.
- Listen for skill versus your preferred style or personal opinions/preferences.
- Pick one, two, or no more than three opportunities for development for the debrief/feedback session. Prioritize by considering which ones will give the mentee the greatest return on their developmental efforts.
- Provide guidance for meeting different learning styles (auditory, visual, kinesthetic, metaphor, verbal processing, etc.)

Use a Neutral Tone

- Whether the applicant has passed or failed should not be evident by how you write your feedback.
- Examples of neutral language to use when offering feedback opportunities for development: "Consider... Often... Most often... It seems... Coach sometimes... Consider shifting from... Refrain from... Coach tends to... For further development in this skill..."
- Examples of neutral words for strengths demonstrated: "Examples when the coach..."
- Avoid evaluative/approval judgment words, such as "great, excellent, I love when you..., Coach must... Coach needs to.... It is important the coach listens for.... Coach completely missed... Coach should... Great coaching! Nice work! This is an experienced coach! Solid coaching!"

About Fran

Fran Fisher is a Master Certified Coach (MCC) accredited by the International Coaching Federation. With an international client list, Fran's mission is to empower her clients in achieving their visions while living their best lives. Her legacy to the international coaching profession demonstrates the value of personal and professional mastery and mentorship for all professional coaches.

Fran is a visionary leader, international speaker, and published author. She specializes in providing coaching services for visionary leaders, executives, and business owners, collaborative work teams, as well as coaching and mentoring for experienced coaches.



Recipient of The Lifetime Achievement Award 2012 by the ICF Chapter of Washington State, Fran is recognized internationally as one of the pioneers and champions for coaching. She served as a founding International Coaching Federation, ICF, Executive Board member, and co-chair of the Ethics and Standards Committee, responsible for developing the Credentialing Programs for aspiring coaches and training schools. Fran was the first Executive Director of the Association for Coach Training Organizations (ACTO). She has been serving ICF as a PCC and MCC Credentialing Assessor since 1998.

In 1991, Fran founded the Living Your Vision® (LYV) process for empowering individuals in transforming their visions into reality. In 1997, Fran founded the Academy for Coach Training, one of the first International Coaching Federation (ICF) accredited schools. In 2005, shifting her focus to private practice. Fran sold the ACT and LYV businesses and their associated trademarks to I & AM, LLC dba inviteCHANGE.

Fran has also authored several books, all of which are available on Amazon, including

Violet's Vision

The Illusion of Hopelessness, Coaching Youth at Risk: Breaking the Cycle of Poverty, Violence and Abuse

Calling Forth Greatness, Seven Coaching Wisdoms for Transforming Your Life

Empowerment Selling, STOP Selling and START Fulfilling Your Customer's Needs

No Winner Ever Got There without a Coach (Co-Author)

Fran's highest vision is a world where everyone is enjoying a rich and fulfilling life, living true to their essence, life purpose, and values. She believes this is what the world needs of us—to be true to ourselves—and that coaching is the contribution we can make for this transformation in our world.

She is also passionate about restoring harmony with our Mother Earth and supports several initiatives focused on innovative ways to address environmental issues.

In 2016, Fran walked the Camino de Santiago in Spain as a personal challenge and vision quest. In 2021, Fran expanded her vision to include relocating from her native Washington state to Windsor, Colorado, to begin a new and exciting chapter of her life. Fran continues to elevate both her professional and personal life doing the work she loves while making more time for relationship, exploring the Colorado Rockies, and sharing the adventure with her life partner.

For more information about Fran's coaching programs and resources, visit her website at www.franfishercoach.com. You may also want to follow Fran on [LinkedIn](#) and [Facebook](#).

Fran Fisher Mentoring Training and Mentor Coach Directory



Advanced Certified Mentor Coach Training Program

*Enhancing Your Presence and Power
for Calling Forth Your Client's Greatness!*

Please note: This program meets requirements for ICF Mentor Coach Specialization (MCS).

The ACMC Training Program includes six bi-weekly 2-hour sessions (total 12 hours) + assignments, delivered via Zoom® with session recordings.

This is an advanced level **Coach Mentor Training Program** for coaches who are:

- Feeling the call for mentoring coaches going for their MCS designation or PCC or MCC accreditation
- Ready to stretch into new professional development territories
- Inspired to leverage their strengths and passion for greater contribution
- Committed to high standards of professional ethics and excellence
- Considering adding another coaching service and income stream to your portfolio

For more information about the course and to register, visit Fran's website at www.FranFisherCoach.com.

**The next available ACMC Training Program is January 14-March 25, 2027
(Thursdays, 11 AM – 1 PM ET)**

Tuition: \$2,150 (Early Bird Discount: \$1,850 paid by 12/15/26)

Earn 22 ICF CCEs and 2 Resource Development credits

Note: Participants must hold an ICF PCC or MCC Credential to participate.

Advanced Certified Mentor Coach Directory at FranFisherCoach.com

*Achieve Greater
Coaching Mastery
with an ICF-Approved
Advanced Certified
Mentor Coach*



Are you an ACC, PCC, or MCC coach seeking accelerated professional development? Work with an ICF-certified mentor coach!

Explore the [ACMC Mentor Coach Directory](https://www.franfishercoach.com/mentor-coaches/acmc-mentor-coach-directory/) listing mentor coaches trained by Fran Fisher, MCC. These diverse, highly-qualified mentor coaches offer mentoring services to both individuals and small groups.

ACMC mentor coaches have extensive credentials, unique backgrounds, and the skills and commitment to help you advance your own professional goals.

Fran Fisher, MCC, offers both mentoring services and ICF-certified mentor coach training to coaches advancing through their professional credential levels.

<https://www.franfishercoach.com/mentor-coaches/acmc-mentor-coach-directory/>