

2025-2026



# ***CONNECTING MIKI ISLAND SOLUTION & ICF TEAM COACHING COMPETENCIES***



[www.miki-island.com](http://www.miki-island.com)



Competency	ICF Behaviour	How it comes across in Miki Island
<p><b>1. Demonstrates Ethical Practice</b></p>	<ul style="list-style-type: none"> <li>• Coaches the team as a single entity</li> <li>• Distinguishes between coaching, training, facilitation, etc.</li> <li>• Uses the right modality mix</li> <li>• Uses directive approaches only when needed</li> <li>• Maintains trust, transparency, clarity in multiple roles</li> </ul>	<ul style="list-style-type: none"> <li>• The simulation <i>forces the team to operate as one system</i> (shared resources, shared outcomes)</li> <li>• Clear separation: experience (simulation) vs reflection (coaching) vs insights (AI/report)</li> <li>• Coach flexes naturally between facilitation, observation, and coaching during gameplay &amp; debrief</li> <li>• Directive moments happen only when needed (e.g., resetting focus, framing reflection)</li> <li>• Transparency is built through visible behaviours + shared data</li> </ul>
<p><b>2. Embodies a Coaching Mindset</b></p>	<ul style="list-style-type: none"> <li>• Engages in supervision</li> <li>• Remains objective and aware of team dynamics and patterns</li> </ul>	<ul style="list-style-type: none"> <li>• The platform / serious game externalizes team behaviour → reduces bias and subjectivity</li> <li>• Coach observes <i>live patterns</i> instead of relying on interpretations or narratives</li> <li>• Data + gameplay creates a “third object” → supports neutrality and objectivity</li> </ul>
<p><b>3. Establishes &amp; Maintains Agreements</b></p>	<ul style="list-style-type: none"> <li>• Explains what team coaching is vs other modalities</li> <li>• Aligns with leader, team, stakeholders</li> <li>• Defines process, goals, modalities</li> <li>• Clarifies ownership between coach, leader, team</li> </ul>	<ul style="list-style-type: none"> <li>• Easy to position: simulation = experience, debrief = coaching, journey = development</li> <li>• Clear structure (session → debrief → journey) helps align expectations upfront</li> <li>• Ownership becomes visible: team decisions directly impact outcomes in real time</li> <li>• Leader vs team roles become explicit through gameplay dynamics</li> </ul>
<p><b>4. Cultivates Trust &amp; Safety</b></p>	<ul style="list-style-type: none"> <li>• Creates safe space for open interaction</li> <li>• Builds shared team identity</li> <li>• Encourages expression (feelings, views, concerns)</li> <li>• Encourages participation</li> <li>• Builds team norms</li> <li>• Supports communication</li> <li>• Helps resolve conflict</li> </ul>	<ul style="list-style-type: none"> <li>• Psychological safety is built through <i>playful but real pressure environment</i></li> <li>• “It’s the game” → lowers defensiveness, increases openness</li> <li>• Everyone participates because the system requires contribution</li> <li>• Team identity emerges naturally through shared mission</li> <li>• Conflict surfaces organically → easier to address in debrief</li> <li>• Communication breakdowns become visible instantly</li> </ul>



Competency	ICF Behaviour	How it comes across in Miki Island
<p><b>5. Maintains Presence</b></p>	<ul style="list-style-type: none"> <li>• Uses full sensory awareness</li> <li>• Uses co-coach when needed</li> <li>• Encourages pause &amp; reflection</li> <li>• Moves in/out of dialogue</li> </ul>	<ul style="list-style-type: none"> <li>• Coach is freed from “running the session” → can fully observe dynamics</li> <li>• Real-time observation of behaviour under pressure increases presence</li> <li>• Natural pause points (rounds, debriefs) enable reflection moments</li> <li>• Coach chooses when to intervene vs step back based on live dynamics</li> </ul>
<p><b>6. Listens Actively</b></p>	<ul style="list-style-type: none"> <li>• Connects perspectives across team</li> <li>• Observes energy, engagement, focus</li> <li>• Detects patterns (alliances, conflict)</li> <li>• Models communication</li> <li>• Encourages team ownership of dialogue</li> </ul>	<ul style="list-style-type: none"> <li>• Behaviour replaces words → listening becomes <i>multi-dimensional</i> (actions + interactions)</li> <li>• Energy and engagement are visible through participation patterns</li> <li>• Alliances, silos, dominance emerge clearly in gameplay</li> <li>• Coach reflects patterns back using real examples from the simulation</li> <li>• Team owns the conversation because they <i>lived the experience together</i></li> </ul>
<p><b>7. Evokes Awareness</b></p>	<ul style="list-style-type: none"> <li>• Challenges assumptions &amp; behaviours</li> <li>• Uses questions to create insight</li> <li>• Facilitates ownership of dialogue</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness is accelerated because teams <i>see themselves in action</i></li> <li>• No abstraction → concrete shared reference (“what just happened”)</li> <li>• Coach uses gameplay moments to challenge thinking</li> <li>• Insights emerge faster and are harder to deny</li> <li>• Team takes ownership because evidence is collective and visible</li> </ul>
<p><b>8. Facilitates Client Growth</b></p>	<ul style="list-style-type: none"> <li>• Encourages reflection</li> <li>• Helps define goals &amp; actions</li> </ul>	<ul style="list-style-type: none"> <li>• Debrief translates experience → insights → actions</li> <li>• AI reports + behavioural data support structured development</li> <li>• Easy to extend into journeys (30 / 60 / 90 days)</li> <li>• Growth is anchored in <i>real behaviour</i>, not intention</li> <li>• Teams leave with clear, shared commitments</li> </ul>