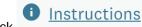# Application: 0000000689

Certified Team Coach (CTC)

Start the CTC Application - Part I

In Progress - Last edited: 2023 Feb 7

Welcome to the CTC Application!

Please fill out the form below to access Part I of the application.

Click **ⓘ Instructions** in the top-right corner to see:

- quick-links to application resources and process overview
- contact support for any questions
- and leave user feedback

We are looking forward to your submission!

- Scrum Alliance Coaches Team and CTC Review Team

欢迎申请CTC！

请填写下面的申请表第一部分。点击右上角获取：

- 快捷链接申请资源和流程概览
- 有任何疑问的话联系支持人员
- 提出用户反馈

我们期待着你的提交！

- Scrum联盟教练团队及CTC评审团队

Pre-Application Form

Applicant First and Last Name

Applicant Email Address

Applicant city, state, country

City	(No response)
State	(No response)
Country	(No response)

Is this a new application or a resubmission?

(Resubmission means that you have previously submitted Part I and were deferred; you are submitting Part I again.)

(No response)

Applicant Native Language

This application must be completed in English. If you are not a native speaker of English, your word count limit will be increased by 25% throughout the application. *If you are looking to apply with the Chinese language application please select "我使用中文（普通话)"*

I am a native English speaker

Where did you hear about the CEC/CTC certification?

(No response)

What tools or resources are you using to prepare for your CEC/CTC application?

(No response)

Are you part of a mentorship program? If yes, which mentorship program are you part of?

(No response)

Pre-Application Call

Incomplete - Hidden from applicant

What is a pre-application call?

Once you've earned your CSP® certification (CSP®-SM or CSP®-PO), you're eligible for your required pre-application conversation with a CTC Review Team member. This is a free service offered by the Scrum Alliance CTC Review Team. It's not an approval step; rather it's an opportunity for you to discuss and demonstrate your qualifications to assess your readiness, identify any gaps, and receive feedback on how any gaps identified might be addressed. In order to submit your CTC application, you must complete a pre-application call with a review team member.

The call will take about one hour, is **required** for first timer applicants or after you re-apply. It will help you clarify and may set the tone for your application journey. Your coach will work with you to explore your coaching mindset and provide you with actionable feedback. You may be asked to do a short coaching session with the reviewer and practice your coaching in real time.

Who do I contact for this call?

The pre-application call must be done with a member of the CTC Review Team. Please reference the **list of CTC Review Team members** and contact one of them to schedule this call.

Pre-Application Call

Pre-Application Call Acknowledgement

By signing below, you acknowledge that you have completed a pre-application call within the last 12 months with a current CTC review team member.

Date of Pre-Application Call

(No response)

Name of CTC Review Team Member

(No response)

Reflect on any insight generated from that conversation

(No response)

Section I-A: Applicant Information

Incomplete - Hidden from applicant

Section I-A: Applicant Information

Purpose: To introduce yourself as a coach and outline your journey in reaching your current position.

Please focus on your coaching proficiency more than your agile experience.

Click "NEXT" to see questions.

Tip: Click and drag the bottom-right corner to expand the text boxes as needed.

Applicant CSP date

Active CSP-SM™ or CSP-PO™ certificate is required. Longer and more active participation in the CSP Program is recognized.
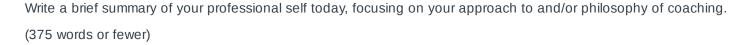
(No response)

Coaching Career Overview

Write a brief summary of your **coaching** and agile learning journey and how you got where you are today. Include key milestone years. (375 words or fewer)

(No response)

Coaching Approach

Write a brief summary of your professional self today, focusing on your approach to and/or philosophy of coaching. (375 words or fewer)

(No response)

Reason for Applying

Provide your reasons for seeking the coaching certification. (185 words or fewer)

(No response)

Coaching Goals

Besides this certification, describe your top two **personal development** goals in coaching. (185 words or fewer)

(No response)

Section I-B: Agile Coaching Experience

Incomplete - Hidden from applicant

Purpose: Applying to the coaching program requires demonstrating experience in Agile coaching while working with multiple teams and/or related groups (e.g., team and program or multiple team coordination) (CTC) or multiple levels (e.g. team, program, leadership, executive, departmental and enterprise) across multiple organizations (within one company or across multiple companies) (CEC).

Your official role in the engagement is less important than how the learning helped you grow as a coach. Note this is asking for **coaching experience**, which does not include:

- training and preparation of training

- consulting work for the client

- Scrum Master or Product Owner work for a team

You help us understand your experience when you **focus on coaching**, and on **what you learned in the engagement** rather than what the client achieved due to your support.

Qualification requires a minimum of 1,000 hours of coaching experience over the past two (2) years with at least two organizations, departments, or programs (CTC) or 2,000 hours and a minimum of three (3) years (CEC). Additional hours, diversity, and sustained client relationships can be listed to demonstrate breadth and depth of experience.

Note on estimating coaching hours:

- **For external coaching consultants**, calculate hours of consulting services provided to your clients. If hourly coaching data is not available, use average hours per day multiplied by the number of days.

- **For internal coach employees**, whether dedicated to Agile coaching or sharing another role in the organization, use the total number of hours actively engaged with the organization in an Agile coaching capacity. Calculate this as a percentage of your job responsibilities serving in the Agile coaching role.

Note on organization names: If you are contractually restricted from listing the name of your client(s), just provide a brief descriptive term, such as Large Financial Client, Stealth Start-Up, Government Agency, etc. If the reviewers desire validation of experience, they will contact you directly for more information without violating privacy.

Section I-B: Agile Coaching Experience

Click "Next" to see questions.

Agile Coaching Experience

Provide a summary list of brief descriptions of your Agile coaching engagements, the total representing a minimum of 2 years and 1,000 hours (CTC), or 3 years, 2000 hours (CEC). Additional experience from up to 5 years prior may be included for an additional perspective of your coaching experience. For each engagement, fill out a section below. For coaches who work within large companies, consider multiple divisions, business units, or other company substructures as separate organizations (and thus as separate entries).

Click and drag the bottom-right corner to expand the text boxes as needed.

	Date Range (List most recent first)	Estimated Coaching Hours	Number of Teams Coached	Organization Name. Write a brief description of your coaching focus within this organization. (Each description cell is limited to 125 words or fewer.)
Total		0	0	

Section I-C: Coaching Education

Incomplete - Hidden from applicant

Purpose: Applying to the coaching program requires demonstration of a journey of learning through education, mentorship, and collaboration in coaching and related activities.

Note: There is no specific number of classes, mentorship relationships, community events, coaching tools, techniques, and frameworks that you must meet to qualify for the guide level certification programs. However, you must demonstrate a journey of learning, engagement, understanding, and practice across all dimensions to qualify. Thus you may have less experience in one dimension that can be compensated for through more experience in another dimension; however, you cannot completely lack any dimension. Reviewers expect to see an active learning journey over the past two (2) to five (5) years.

Section I-C: Coaching Education

Click "Next" to see questions.

Formal Coaching Education

List up to ten (10) formal education activities that have contributed significantly to your coaching journey. This includes a wide range of courses and workshops on topics including facilitation, leadership, consulting, coaching, process, tools, techniques, frameworks, and other related activities that **have influenced your coaching practice**. Formal education counts, whether or not it was related to a degree. Your list may include training and/or certification from any recognized institution. For partial or full degrees, provide a summary. Add as many entries as needed, up to your top ten (10) experiences.

Click and drag the bottom-right corner to expand the text boxes as needed.

	Education Date Range (List most recent first)	Education title, trainer, description, and impact on your coaching (Each row response is limited to 125 words or fewer.)
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

Informal Coaching Learning

List up to ten (10) significant examples of informal learning or topics you have studied that have impacted your coaching approach or philosophy. **Summarize the impact each has had on your coaching.** Some examples may include books, videos, courses, in-person or virtual training, etc. Add as many entries as needed, up to your top ten (10) experiences.

	Informal Learning OR topic of study	Summarize the impact of this book or topic on your coaching approach or philosophy. (Each row response is limited to 255 words or fewer.)
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

Section I-D: Mentoring

Incomplete - Hidden from applicant

Section I-D: Mentoring

Click "Next" to see questions.

Being Mentored

List your coach mentorship and significant collaboration activities in which you DEVELOPED a skill or technique or RECEIVED guidance for your coaching approach and mindset. Mentors do not need to be Scrum Alliance Certified Agile Coaches (CTC/CECs); they may be any respected and experienced leader from whom you have gained significant learning. A significant and collaborative mentoring/advisory relationship is on-going (at least six months), focusing on your professional growth where you both learn. It does not, however, require a formal goal or structure. Add as many entries as needed, up to seven (7). Click and drag the bottom-right corner to expand the text boxes as needed.

NOTE: Mentoring should be related to your professional and personal development, not mentoring related to completing this application.

	Mentor or collaboration date range (List most recent first)	Frequency (How often did you meet?)	Mentor/collaborator name, focus of mentorship, and impact on your coaching (Each row response is limited to 125 words or fewer)
1.			
2.			
3.			
4.			
5.			
6.			
7.			

Mentoring Others

List your significant collaborative mentoring, advisory activities - where you are mentoring, advising other individuals to increase their competency or in development of a specific goal. A significant and collaborative mentoring/advisory relationship is on-going (at least six months), focusing on professional growth where you both learn. Add up to seven (7) entries, as needed. Click and drag the bottom-right corner to expand the text boxes as needed.

	Date Range (most recent first)	Agile Mentee/Advisee name, Relationship Focus, Estimated Hours Invested and Result (each row response is limited to 125 words or less)
1.		
2.		
3.		
4.		
5.		
6.		
7.		

Section I-E: Agile Community Engagement and Leadership

Incomplete - Hidden from applicant

Purpose: CTC and CEC are guide-level certifications. Certified Agile Coaches are recognised in the local and global community as guides, thought-leaders, contributors, catalysts, and leaders.

Applicants must demonstrate active engagement with AND contribution to the Agile community over a minimum of two (2) years. Participation includes engagement in Agile user groups, gatherings, retreats, camps, and conferences. Contribution includes writing, publishing, reviewing, presenting, facilitating, training, mentoring, organizing, and leading Agile events (e.g., user groups, gatherings, sessions, retreats, camps, clinics, and conferences). Diversity in global and local engagement, as well as a diversity of responsibilities, is recognized.

We are looking for a journey of growth, learning and increased interaction rather than specific criteria (you don't need to have delivered keynote speeches or collected thousands of followers on social media). We want to understand that, aside from your paid work that it's important and meaningful to you to contribute to the Agile community and body of expertise.

There is not a specific number of activities required. Rather, you must demonstrate active participation and leadership across all categories during the last two (2) to five (5) years. Future events may also be listed if you are registered to attend, selected to speak or publish, or will assist in the leadership of the event.

Section I-E: Community Engagement and Leadership

Click "Next" to see questions.

Agile Community Participation and Leadership

List community events (user groups, gatherings, retreats, camps, conferences, etc.) you have attended that were most meaningful to you. For each, describe your involvement and any contributions you made that provided value to the Agile community (presentations, facilitation, writing). Place emphasis on events to which you made a contribution.

Click and drag the bottom-right corner to expand the text boxes as needed.

	Event/Contribution date	Event, involvement or contribution, leadership, your role and responsibilities, hours (Each row response is limited to 60 words or fewer.)
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

Section I-F: Coaching Tools, Techniques, and Frameworks

Incomplete - Hidden from applicant

Purpose: Applying to the certified coaching program requires the awareness, understanding, implementation, and development of tools, techniques, and frameworks while engaged with organizations. Coaching tools, techniques, and frameworks may include assessments, surveys, retrospective or review techniques, build/integrate/deploy systems, lean tools and techniques, scaling frameworks, metrics, organizational or leadership models, etc.

Note: <mark>There is no specific number of education classes, mentorship relationships, community events, coaching tools, techniques, and frameworks that you must meet to qualify for the guide level certification programs. However, you must demonstrate a journey of learning, engagement, understanding, and practice across all dimensions to qualify. Thus you may have less experience in one dimension that can be compensated for through more experience in another dimension; however, some level of skill must be demonstrated on every dimension.</mark>

Section I-F: Coaching Tools, Techniques, and Frameworks

Click "Next" to see questions.

Coaching Tools, Techniques, or Frameworks

List six (6) coaching tools, techniques, or frameworks that you have used in one or more client engagements. Each of the six examples must apply to a different organizational focus (identified by row, plus one of your choosing). Choose <u>one (1)</u> tool per row. Please provide the details requested regarding the amount of experience and reasons for using that tool.

Click and drag the bottom-right corner to expand the text boxes as needed.

	Tool, technique or framework	Brief description of one tool, technique, or framework per row. How much have you used the tool, technique, or framework? Why do you leverage the tool, technique, or framework in your coaching? (Each row response is limited to 125 words or fewer.)
Team maturation		
Large-group facilitation		
Multiteam coordination		
Organization		
Leadership		
Other (your choice)		

Section I-G: Additional Perspective and Feedback

Incomplete - Hidden from applicant

Purpose: To provide a freeform opportunity to share any additional dimensions of your coaching journey (learning, experience, or community involvement) you feel would be important for the review team to understand.

Section I-G: Additional Perspective and Feedback

Additional Coaching Perspective

If you feel that the questions in Part I did not provide you with an opportunity to demonstrate a dimension of yourself that would be important to share, use the space below to include it. Expand the space as needed.

(No response)

Upload Supporting Documents

Incomplete - Hidden from applicant

Nonrefundable Application Fee

Incomplete - Hidden from applicant

This application fee is nonrefundable and is valid for one calendar year. If you need to resubmit this application, and do so before one calendar year after your initial submission, the fee will be waived.

Provider: paypal
Amount: 250
Currency: USD
Email: None