

# PrinciplesYou Certification Program

## Participant Agreement

*This Participant Agreement (“Agreement”) is between Coaching.com and the participants attending the PrinciplesYou Certification Program by PRIOS, LLC.*

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### **Program**

The PrinciplesYou Certification program (“Program”) empowers professionals to administer individual PrinciplesYou Assessments. The insights provided by this Program will enable you to give your clients a deeper understanding of themselves and their team members, and how to use that understanding to be more effective both individually and within their organizations.

As a Program participant, you will learn about the research, development, and structure of the PrinciplesYou Assessment (e.g., scale construction and technical aspects like reliability and validity) and how to:

- Interpret PrinciplesYou Assessment results with a deep dive into Traits and Archetypes;
- Explore your own PrinciplesYou personality preferences, and gain practical insights to inform how you may lead self-discovery for others;
- Debrief assessment takers to help individuals and teams reflect productively on their results; and
- Get out in the field and practice delivering personality feedback and PrinciplesYou insights with real-life examples.

By accepting to be part of the Program, you understand and agree to the following conditions:

### **Confidentiality**

You should, at all times, hold in trust, keep confidential, and not disclose to any third party or make any use of confidential information, including Materials, unless otherwise permitted in this Agreement.

## **Intellectual Property**

PrinciplesYou is a trademark of PRIOS, LLC, and all PrinciplesYou products and services are subject to the intellectual property rights of PRIOS, LLC, including all resources, tools, and frameworks (“Materials”) shared during the Program. If using any Materials with your coaching clients, please ensure that the proper attribution is provided. We encourage you to use the Materials to convey key concepts.

You may not use Materials:

- To license them to others;
- As part of a train-the-trainer program to train other coaches; or
- To distribute electronically as part of an online program for multiple virtual users.

## **Rights to Redistribute**

To protect intellectual property and privacy rights, you agree that you will not record any Modules of the Program. Anyone found recording sessions using 3rd party software may be banned from partnering with, purchasing, or contributing to PrinciplesYou products and services.

Notwithstanding the foregoing, as you participate in the Program, your name, likeness, image, voice, and comments are being recorded. By participating in this program, you hereby grant Coaching.com and PRIOS, LLC the right to broadcast, market, and otherwise distribute this content, in whole or in part, alone or with other products, with or without your name within the Principles programs.

If, in any case, Coaching.com and/or PRIOS, LLC would like to use any content featuring your name and likeness publically or outside the Principles programs, they will do so only after they have your permission in writing.

## **Certification Completion**

All participants will receive ICF credits based on their attendance in the Program.

Participants of the Program who fulfill the certification requirements will earn the title *PrinciplesYou Certified Coach*, receive a personalized digital certificate, and be eligible to participate in the Principles Marketplace.

Certification requirements are as follows:

- Attend all 5 LIVE Modules
- Complete all pre-work for Modules 1-5
- Complete all Knowledge Checks for Modules 1-4

- Complete Final Assessment
- Complete the Certification Agreement

### **Rules of Engagement in LIVE Interaction Sessions**

The psychological safety of all participants is paramount for all of our programs. To ensure that, Coaching.com would like to clarify what it considers appropriate behavior in these types of sessions:

- Participants are asked to respect that LIVE interaction sessions are intended to be a safe, supportive environment for coaches to share their experiences, thoughts, and ideas,
- All participants are asked to conduct themselves in a mindful and considerate manner towards their fellow coaches, regardless of cultural background, race, and any other personal differences. Coaching.com prides itself on inclusivity.
- All feedback offered by participants to their fellow coaches should be focused on coaching, not the person. That is why all feedback should be:
  - delivered in a non-judgmental way
  - designed to encourage all parties to bring their best work and get better results
  - developmental of each party's coaching skillset
- It's important that all opinions are heard, valued, and challenged (if necessary).
- Information acquired during the exercise should be considered confidential and should not be shared outside of the session.
- It's the responsibility of each coach in the group to call out inappropriate behavior so that it can be identified and corrected in the moment,
- Each participant should be willing to create a positive, respectful, and trustworthy environment for everyone.
- In case of necessity, feel free to use the "raise hand" feature in Zoom and request assistance if there is a facilitator present on the call.

### **Pitching and Self-Promotion**

The Coaching.com and PRIOS, LLC programs and services, including the PrinciplesYou Certification program, are established for the education and professional development of the coaching community and are designed to be free of sales pitches or promotions. You agree that you will not use any Coaching.com and/or PRIOS, LLC products and services as a means to promote products or services that you offer or are affiliated with. You further agree that you will not share personal or business contact details in the PrinciplesYou Certification sessions. You are free to connect with your peers by using the exclusive community group. Anyone using Coaching.com products and services for

self-promotion may be banned from partnering with, purchasing, or contributing to Coaching.com and/or PRIOS, LLC products and services.

Adherence to the guidelines stated above ensures that you are in alignment with the intent and best practices of Coaching.com and PRIOS, LLC.

**Consent to share your PrinciplesYou Assessment Results**

During the Program, your PrinciplesYou Assessment results may be shared with other participants in the Program for instructional purposes.