

# Calibrate

*AI-assisted coaching evaluation — built for augmentation, not substitution.*

Calibrate evaluates coaching sessions against ICF competency markers. It does not deliver coaching, does not interact with the coachee, and does not replace human assessment. This brief summarises how Calibrate aligns with four frameworks: the EU AI Act, the ICF AI Coaching Framework and Standards (V1.01, 2024), the ICF Coaching Platform Standards (April 2026), and the EMCC Digital Ethics Guidelines (2023).

## EU Artificial Intelligence Act

Calibrate operates as a **limited-risk AI system**. It does not perform any function listed in Annex III when used as designed. Our Terms of Service contractually prohibit use for credentialing, hiring, firing, promotion, performance evaluation, or admission to training programmes — preventing reclassification into high-risk territory. We comply with Article 50 transparency obligations: every report opens with a clear AI-generation disclosure.

## ICF AI Coaching Framework and Standards (V1.01, 2024)

Calibrate is classified as a **Data Processing application** under the ICF taxonomy — a scoring system based on individual assessments, requiring a human in the loop to be impactful. This is the lower-risk category in the framework. The standard operates on a self-certification model; Calibrate self-declares conformance to the following elements applicable to Data Processing applications:

**Foundation** — A.1.3 Algorithm Transparency · A.1.4 Action Explainability · A.1.5 Bias Disclosure · A.1.6 Data Transparency. **Co-Creating the Relationship** — B.4.1 AI Design and Intent · B.4.3 Domain Specificity. **Assurance and Testing** — E.10.2 Validation against ICF Master Evidence Sheets · E.10.3 Accuracy and Bias Monitoring · E.10.5 Calibration Anchor Review · E.10.6 Design Review by Coaching Experts (Basic; Advanced once the MCC panel is operational). **Technical Factors** — F.12.1 Data Encryption · F.12.2 Secure Sign-On · F.13.1 Data Management Disclosure · F.13.2 Consent for Data Processing.

**Independent review:** an independent panel of five ICF MCC credentialed coaches is being established to recalibrate Calibrate's evaluation logic on a **semi-annual basis**, providing a second validation layer beyond the lead architect (an ICF MCC assessor and trainer).

## ICF Coaching Platform Standards (April 2026)

Calibrate is not a full coaching platform but operates in the same ecosystem and applies the four pillars: **capability** (markers calibrated against real ICF assessor evaluations across ACC, PCC, and MCC levels); **safety** (every report includes an explicit limits-of-evaluation section); **governance** (Dutch BV, GDPR-compliant, DPA available, no model training on user data); **service quality** (auditable marker logic, documented methodology, reports designed for human dialogue).

## EMCC Digital Ethics Guidelines (2023)

Calibrate honours all four EMCC principles. **Integrity:** no claim beyond what the tool does. **Confidentiality:** encrypted processing, documented retention, three-way consent (coach, client, sponsoring organisation). **Quality standards:** validation against published ICF marker structures, not opaque rubrics. **Professional conduct:** built and reviewed by credentialed practitioners.

## What Calibrate is not

Calibrate is not a coach, not a credentialing body, and not an HR tool. It does not award credentials, does not interact with coachees, and is contractually restricted from any decision affecting employment, career progression, or formal assessment outcomes. It is a developmental mirror for coaches, mentor coaches, supervisors, and training providers.

*For the full Standards & Ethics statement, the Data Processing Agreement, and our Terms of Service, visit [calibrateapp.net/standards](https://calibrateapp.net/standards).*