



Certificate of Membership

is hereby granted to

Dee Dial

Pledge of Ethics

As a professional coach, I acknowledge and honor my ethical obligations to my coaching clients and colleagues and to the public at large. I pledge to comply with ICF Standards of Ethical Conduct, to treat people with dignity as free and equal human beings, and to model these standards with those whom I coach. If I breach this Pledge of Ethics or any ICF Standards of Ethical Conduct, I agree that the ICF in its sole discretion may hold me accountable for so doing. I further agree that ICF's holding me accountable for my breach may include loss of my ICF Membership or my ICF Certification.

A handwritten signature in black ink, appearing to read 'Rosarii Mannion', written over a horizontal line.

Rosarii Mannion, PCC
2023 Global Board Chair,
ICF Professional Coaches

A handwritten signature in black ink, appearing to read 'Magdalena Nowicka Mook', written over a horizontal line.

Magdalena Nowicka Mook
CEO, International Coaching Federation

Member Number: 0096886571

Expiration Date: March 31, 2023