



# *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, 2025