



ASSOCIATION OF
FACILITATORS

Practitioner Accreditation



Feedback

& Accreditation Profile

Following **accreditation date**

****NAME****

This sample report has been anonymised.

Your proposed accreditation profile

	Level 1	Level 2	Level 3
Facilitation	X	X	
Awareness	X	X	
Contracting	X	X	
Ethics	X	X	
Theory	X	X	
Support	X	X	

Accreditation profile offered by AoF

	Level 1	Level 2	Level 3
Facilitation	X	X	X
Awareness	X	X	
Contracting	X	X	
Ethics	X	X	
Theory	X	X	
Support	X	X	X

Rationale

Is reported experience within range?

Overall your reported experience is within range for Level 2 accreditation and with a profile that evidences facets F and S at Level 3.

Accreditation Feedback

Some written feedback is provided below, and this should be considered alongside the feedback that you gave as self-assessment, received as peer feedback and during your accreditation day.

Facilitation: We noted a breadth of application of facilitation skills in environments inviting a depth of reflection (your *****), and action (as chair of ***) and support your observation that you work effectively with group dynamics to support groups to achieve their varied aims. The valuing dimension is well evidenced throughout your application, which includes warm participant feedback, and peer observation on your encouraging manner. You seem to quickly and capably create an environment for a depth of contribution by individuals which allows emotion and creative expression to emerge (F9, F10). Your

application (p5) perhaps underplays your Planning/Structuring skills which are referred to as a strength in feedback you received from the *** Manager. We infer from your self assessment that you are competent in organising of self and in collaboration with others, reliable and able to navigate teams through difficult territory. We infer that you are seen to facilitate delivery reliably and with a degree of ease.

Awareness: You are adaptable and allow expression of thoughts and opinions of others, creating space for these to be listened to by you and others (F7, F10, written feedback). We would support your observation that the area of psychological defences/triggers provide a rich seam for exploration and would encourage reflection on regulation of emotion to be grounded in a theoretical model – building on FIRO-B, Rule of Three, Heron. Quite simply a list of ‘typical’ defences/patterns (e.g. Gestalt moderations to contact, Transactional Analysis Ego States) might be helpful for you to identify patterns in yourself and others and provide you with a greater degree of choice to support F8 (avoiding collusion) and F5 (discriminating between projection and feedback). We see a clear link between your competency at working at depth, often in a time-limited way, and the awareness required to support work that links to trauma and triggers.

Contracting: Organisational Contracting (C1-4) and Co-Facilitation (C10-12) are particular strengths in your self-assessment and feedback from others, and this points towards a strongly collaborative style and preference. You spend time and energy to contract well around pieces of work, and we would encourage you to see this as a relational and emergent process that informs you about the individuals, group and system. You report having ‘struggled to understand’ your role as *** and might consider whether any difficulties relate to this facet, or to another, such as F, A or T.

Ethics: You have self-assessed as consistently applying all competencies here (ticking D for E1-E7) and you do provide evidence of solid ethical ground throughout your application including in feedback from others. The paragraph exploring Ethics is by far the shortest paragraph in your self-assessment and it’s as if you feel that this area is well covered. You have also expressed throughout your application discomfort with conflict and with ***. The extent to which one creatively interferes with others’ beliefs, or simply accepts the norm, is an ethical issue. We encourage you to explore this area more, not due to any suggestion of poor practice, but we imagine that ethical dilemmas must arise for you (and the group, organisation, system). Allow time to question your own ethical ground. An attitude of inquiry will provide fresh opportunity to learn about the beliefs and values that form your ethical character and facilitation practice. Personal discovery and realignment can make available much richness and diversity when facilitating groups ‘in the moment’.

Theory: T7 (concerning CPD activities) is strongly evidenced throughout your application. You are clearly committed to experiential learning, and to developing holism through reflection (T2, T3). You read and explore widely and are committed to a relational, emergent and storytelling approach, and to authenticity, sympathy, empathy and affability.

As a possible route to level 3 here, we would encourage you to articulate more clearly your personal theories, translating theories that you have learnt from/resonated with into the expression of a personal offering, articulating your philosophy and facilitator style. Aim to bring to the surface, with conviction and clarity, who you are as a facilitator, what you believe in and what you bring to group facilitation activities. Perhaps explore the making sense and planning learning styles (Honey and Mumford, Kolb et al) for yourself and for your group participants. We note your commitment to accreditation and self-regulation as a strength and an opportunity to further articulate theory. Further strengths are T6 (Regularly requests client feedback to help develop personal practice), and T8 (Has a clear method for evaluating personal performance, and impact of facilitation).

Support: Here we have assessed you at level 3 compared to your own assessment at Level 2. This relates to S3 (attends to personal well-being in a holistic way), and S2 (remains in professional dialogue...) and S4 (can identify personal indicators of stress and burnout) all of which are solidly evidenced and 'lived'. You are well 'on track' here and this will support building of other competencies and your ability to serve groups. We celebrate this as a strength and it seems wholly appropriate to your context which is of deep work with others.

Does the evidence support this?

Yes

Areas for development

Your route to level 3 accreditation would likely mean increasing your understanding of culture change and system dynamics, as you have identified yourself. Exploration of personal triggers and defences and possibilities for collusion in the Awareness facet may provide a clear route to a clear expression of your approach in the Theory facet. We hear, believe and support your commitment to an authentic facilitation style.

Working more with organisations unconnected with the *** sphere would broaden your breadth/range of experience and might also support you to articulate more about your facilitation practice, style and strengths, should you wish to do that. We note that there are complicated group/role assumptions working in the *** context with *** and hierarchy. Working with *** organisations, observing culture, purpose, relationships, connections, matrix and line management structures, would allow you a rich view 'back in' on the work in *** that you are committed to. You clearly have impact and the ability to create a transformational environment for groups, and this work could be rewarding and affirming in and of itself.

Final Summary

We found your portfolio to be intuitively compiled, varied in style/delivery, and to point to solid evidence of skill at level 2 and beyond. The content was thoughtful and demonstrated how you are committed to monitoring and regulating your own practice. You engaged fully and in a focused way with the supervision sessions. As much richness seem to have been

generated in the supervision and accreditation sessions that involved personal contact as richness emerging from your individual reflective work. We infer you learn well in relationships. You worked hard to produce a strong application and we appreciated your commitment to the process.

Of particular note has been the quality of feedback from your participants and colleagues which has shone through in your application. Your colleagues and participants obviously see and trust very positive qualities in you, and their feedback suggests that you are a facilitator who engenders good working practices.

We also notice those qualities in you. Your approach is one of genuinely listening to others and being open to a variety of experiences. You are clearly comfortable in reaching depth and we infer you are highly skilled at creating psychological safety for others and for yourself. This is a fundamental facilitator skill and comes across as genuinely well-meaning and authentic.

Well done.