

Levels in more detail

The following table can help you distinguish between the Levels of Accreditation you may be applying for. Once you have an idea of your Level, then please discuss this with your AoF support person. There will be a greater volume and depth of evidence required as you make claims for higher credit.

	LEVEL 1	LEVEL 2	LEVEL 3
Focus	Learning and Development Group Dynamics	Change Management Organisational Dynamics	Group Process Facilitation Psychosocial Dynamics
Typically those who attend...	<ul style="list-style-type: none"> • Manage and coordinate the performance and output of team meetings • Need to create sufficient group safety to achieve the task and handle typical dynamics (without necessarily working at great psychological depth) • May be new to Reflective Practice 	<ul style="list-style-type: none"> • Have an explicit remit to bring about change with people, groups and organisations • Have an emerging level of personal development • Understand how to work with typical organisational issues such as inclusion, power, psychological safety • Are conversant with Reflective Practice 	<ul style="list-style-type: none"> • Are able to work at depth with group process, as well as capable task facilitators • Have awareness of the complexity and interplay of intrapersonal, interpersonal, group, organisation and social dynamics • Have an area of specialism in addition to core facilitation skills, e.g. Gestalt, psychometrics, strategic leadership
Typical roles or goals	<ul style="list-style-type: none"> • Managers/Project Managers leading team meetings • Teachers, trainers of people-centered learning • In-house change agents or external consultants • Volunteers, e.g. in community, social or charitable action 	<ul style="list-style-type: none"> • Leaders/Change Managers • In-house change agents or external consultants • Coaches and Mentors • Community leaders • Self-empowered learners • Aspiring Group Facilitators 	<ul style="list-style-type: none"> • Programme Managers and Change Agents • In-house change agents or external consultants • Coaches, Supervisors and Therapists • Community leaders • Self-empowered learners • Group Facilitators
Core Learning	Experiential Learning, Core Facilitation Skills, Modes of Power, Contracting, Safety, Group Dynamics and Team Development.	As Level 1 plus Reflective Practice, Psychological Defences, Diversity and Inclusion, Change Management and Personal Presence	As Level 2 plus evidence of a wide and flexible range of systems-based approaches, self-awareness, critical reflection, depth of theoretical knowledge, committed approach to self-development
Supervision	Typically through a peer network, manager, coach or mentor	Regular review of performance through self-and-peer review as well as external supervision	Regular reflection and personal/group supervision