ASSOCIATION OF FACILITATORS

Practitioner Accreditation

Feedback & Accreditation Profile

Following accreditation [***DATE***]

For ***NAME***

ASSOCIATION OF FACILITATORS

[***NAME***]

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
Awareness		X	
Contracting			X
Ethics		X	
Theory		X	
Support			X

Rationale

Is reported experience within range?

Overall your reported experience is within range for Level 2 accreditation and with a profile that evidences F, C and S at Level 3.
We notice that all L3 competencies are referred to, but the evidence is mainly self-assessed, and we would require more evidence in your portfolio to support an application at Level 3 throughout.

ASSOCIATION OF FACILITATORS

Accreditation Feedback

Some written feedback is provided below, and this should be considered alongside the feedback that you received during the accreditation process.

Facilitation

In this FACET, we assess you as Level 3. We noted a breadth of application of facilitation skills and techniques with a range of clients and contexts, handling shifts between task, process and relationships in a highly capable manner (F1, F5). You have gathered a range of tools and resources that fully support your reinvention and firmly establishes you as a professional facilitator (F11, F12, F13). We agree with your assessment that you work effectively with group dynamics to help teams achieve their varied aims (F9). You are able to act in service of the group (F8) and are committed to your own authentic authority (F1). We note (p9) that you describe yourself as raising awareness 'inelegantly' and 'incompletely'. We read this as being courageous and committed. It is ok to be 'inelegant' while practicing and taking risks.

You demonstrate the ability to create a learning environment for experiential team building, navigating potentially difficult terrain. You do this with bravery and care, and within short sessions. We note your ability to hold back in service of the individuals finding their own way and that you are increasingly able to share responsibility with the group (F2). The Valuing dimension is well evidenced throughout your application, which includes client and co-facilitator feedback (F16, F18). You are working very hard to ground and hone your offering and style, particularly evidencing strong skills in the Planning and Structuring dimension (F14). We infer from feedback that you are seen as an enthusiastic, capable, flexible and open facilitator (F17, F18). You have worked well in co-facilitation relationships, seeming to retain your sense of self and your own boundaries whilst also being sensitive to your colleagues/clients, and experiencing two-way support. You use technology such as *** well to make a virtual connection in a more personal manner, and to articulate regard for your clients' time.

Awareness:

In this FACET, we assess you as Level 2. You are a reflective practitioner, committed to a holistic approach. You offer skilled interventions that reflect this relational and emergent stance and articulate a humanistic perspective in your practice and your portfolio (A4, A7). You are able to tune into the systemic nature of relationships and view yourself and your impact from the outside. Your awareness of the systemic nature of groups and organisations, and ability to navigate these, comes across as a particular strength in this dimension (A14, A15) and supports you in handling group dynamics in a way that is conducive to the aims and purpose of the group (A6).

We note that you are well resourced in psychological theories, and that your commitment to personal development translates this theory into practice. You are aware of your own triggers and defences and recognise patterns in your own personal material and the interplay with group

dynamics (A2, A3). You are able to translate your learning, e.g. from the *** course, into deepening your understanding of assumptions, empathy and inclusion. You are capable of healthy self-regulation, and you appear well resourced with sources of connection and professional feedback. We encourage you to stay committed to raising your personal awareness and to keep your enquiry active. For example, your description of the links between empathy and psychological projection is true as a general observation, but this thought could be developed further and evidenced.

Power is central to facilitation, as you have observed, and you are keenly examining the dynamics and influences here. This section could have provided richer evidence of your ability to 'tune into' the common themes that arise in groups, e.g. projection, shadow material, power plays etc (A1).

Experiment with 'staying with the difficult question', with no reference to others, to a point of your own satisfaction. You will extend your ability to support groups to do the same, and broaden and deepen your own range and awareness, particularly around power and shadow material.

You have taken a bold step towards reinvention and this in itself will stretch your awareness without needing to do a lot more than providing space for reflection and grounding.

Contracting

Here we have assessed you at Level 3, across group, organisation and co-facilitation competencies. Contracting with groups, organisations and your co-facilitator are particular strengths in your self-assessment and feedback from others. There is plenty of evidence of your strongly collaborative style. You spend time and energy to contract securely around pieces of work. You also describe effective 'in-the-moment' contracting with groups at various points in your portfolio.

We would encourage you to see contracting as a relational and emergent process that informs you about the individuals, group and system, and strengths here can further build your competence in the Awareness dimension. You are confident in your ability to contract, and this confidence is well-placed. You may notice how your contracting activities change over time and this will likely influence your relationship to Ethics and Awareness.

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 across this range. This is apparent mostly in your interventions with groups and individuals, and in feedback from others where they express your inclusive approach to them as clients, co-facilitators and your groups (E3). Your own commitment to your facilitation practice is strong and ethically grounded. Your strength in the Contracting dimension may have crowded engagement with this dimension,

which could be helpfully considered in moment-to-moment awareness, rather than contracting. It would be fruitful to explore what ethical dilemmas, as opposed to contracting challenges, you struggle with, and how real-life situations have developed your approach and values. You speak tantalisingly of 'invaluable insights into ethical considerations and working with risk' (p8, point 23) but provide little detail here. Similarly with questions that you raise about your relationship with power, all of which are remain open ground for ethical inquiry.
We encourage you to explore this area more and assess you here as at Level 2 overall. This is not due to any suggestion of bad practice, rather we are looking for this FACET to be more fully informed by competencies in the Awareness dimension and this part was lacking. As it stands it is informed by the Contracting dimension.

Theory

Here we have assessed you at Level 2 overall. T7 (concerning CPD activities) is strongly evidenced throughout your application. You are clearly committed to experiential learning, appreciative enquiry and to developing holism through reflection (T2, T3). You read, attend courses, explore widely and are committed to developing your own tools and resources, such as those to support conflict resolution.

As a possible route to level 3 here, we would encourage you to articulate more clearly your personal approach, translating your underpinning theories into the expression of your own philosophy and facilitator style (T1). Aim to bring to the surface, based on the interplay of theory and practice, who you are as a facilitator, what you believe in and articulate with conviction and clarity what you bring to group facilitation activities (T5).

***

Consider also how creativity can engage participants (and you) at the feeling and imaginal levels, and offer space. This is especially important to offer participants in the exploration of deep feelings, such as with groups in conflict. Where you have developed your own metaphors, e.g. treacle, use these with a light touch and a 'take-it-or-leave-it' attitude. This will stretch you well in the T4 competency – recognising individual differences in modes and styles of learning. You often refer to your USP, a term which evokes sales and marketing more than holism or client-centred work. We do recognise the real and important mission to develop a financially viable work and encourage you to continue to find your way, your role and your expression.

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).

ASSOCIATION OF FACILITATORS

Support

Here we have assessed you at level 3. This relates particularly to S1 (engages in appropriate level of supervision), and S2 (remains in professional dialogue…). We note that you are appropriately mindful of the potential for 'overdoing' learning and reflection, and also your enthusiasm for participation and meeting others. There is plenty of evidence of a range of activities that support you and provide you with an outlet for expression, including *** (S3). You can identify personal indicators of stress and burnout (S4) and can extend this consideration to participant experiences of their own competences. 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 a high level of support seems wholly appropriate to your context of reinventing yourself and 'letting go of old'.

Does the evidence support this?

Yes.

It is possible that with more indirect evidence of your impact, a greater number of the competency areas may have been established at level 3 rather than level 2. All L3 competencies are referred to, but the evidence is mainly self-assessed.

For example, the inclusion of 'rattle and shake' feedback from your clients and co-facilitators may have given you (and hence us) a more rounded/grounded understanding of you and your responses to feedback in considering the awareness dimension. Being able to identify one's weaker aspects is a sign of good practice. Inclusion of areas for development in your accreditation statement would provide balance, focus and specificity.

Areas for development

We agree with your self-assessment of being "in the overlapping space between levels 2 and 3" and how you have developed yourself strongly into L3 competencies in many areas in a short time. You clearly have impact and the ability to create a transformational environment for groups and are a highly committed professional facilitator.

Your route to overall level 3 accreditation would likely mean increasing your depth and awareness around power and the way in which you utilise that awareness in groups. For example, the exploration of personal triggers and defences, and the possibilities for collusion (A8) may provide a clear route to an expression of your philosophical and theoretical stance. This will also inform your ethical position.

We recognise that *** and that more time in the role will build more experience and evidence.

ASSOCIATION OF FACILITATORS

Final Summary

Your portfolio evidences secure and evolving facilitation skills and a deep commitment to the process of your own development as a facilitator. Your dedication to facilitation as your 'new' profession, your sense of having found your purpose, and your joy in 'reconnecting with a sense of self' shines through all of your work. We hear, believe and support your commitment to facilitation and to your clients.

Time and fresh air for the holistic and organic approach to take root, mesh and meld will support your next stage. Support through creative activities that you enjoy and that nourish you will enrich this growth. Experiment with *** allowing what emerges to be messy, and to include intervals and spaces. Prune and declutter what no longer fits the shape you are becoming. Consider how 'unlearning' as well as 'learning' will support you to find congruence.

We celebrate your move into facilitation as the core of your work and your commitment to advancement and holism for yourself and your clients.

Congratulations to you, ***.