



Certified ToP Facilitator Candidate Assessment Report

Competency Area	Comments and Suggestions
Create a Participatory Environment	You demonstrated excellent skills in working with clients to: 1 understand their needs; 2. create good designs to address their specific needs; facilitate participatory processes to enable participants to achieve both their rational and experiential aims as well as their desired outcomes through the participatory environment you create for and with the client.
Evoke the Creativity of the Group	You have demonstrated great sensitivity the needs of different learning styles. The ingenuity you showed to meet the need of m included: shortening the day; Introductions and human orchestra; freedom of movement; time and space to contribute safely and comfortably; open seating; symbols, images. colours; etc.
Orchestrate Quality Events	You have provided many good examples of creating processes and design, use of space i.e. indoor and outdoor and great questions for planning and achieving the objectives of participation. The events that you submitted showed outstanding orchestration from design through delivery. You have provided many good examples which described how you used a variety of process to help the group to be successful. In the descriptions, reflection sheets, and interview we have seen considerable evidence related to the group's needs as well as dynamics to keep the group moving forward.
Use ToP methods Effectively	Your skill with the ToP methods is outstanding! Of special note is your: <ol style="list-style-type: none">1. Creating and achieving both the Rational and Experiential aims;2. Effective framing of your focus questions.

	<p>3. Excellent Follow Up questions</p> <p>4. Facilitating participants to very productive Next Steps.</p>
Model Positive Professional Attitude	<p>In both your submission and your interview, we have seen demonstrations of outstanding skills in :</p> <ul style="list-style-type: none"> • Understanding and communicating client's needs and managing the projects effectively. • Handling ethical dilemmas • Dealing effectively with difficult issues • Modeling the behavior you want to see in the participants
Produce Effective Results	<p>You have provided numerous examples that demonstrate all of the competencies in this category. Your evaluations and references attest to the efficacy of your work.</p>

Martin,

Congratulations on earning your CTF!

Your proposals are comprehensive, clear and compelling. Your documentation is outstanding and serves your clients well. The breadth of your initiatives; number of participants; positive results, favourable feedback and evaluations attest to the significant impact of your facilitated engagements on the organizations with which you have worked. You are a collaborative professional and you have held leadership roles in both the Institute of Cultural Affairs and the International Association of Facilitators. Between the work you do; the trainings in group facilitation methods and mentoring you deliver; your webinars, blogs, podcasts and conference presentations: and the leadership roles you have held with distinction, the field of facilitation is better because you are in it.

Nadine Bell CTF Frieda Linn CTF