IAF ASSESSOR COMPETENCIES

A. Interpersonal Skills:
   1. Enabling: helping others become comfortably involved
   2. Collaboration: valuing teamwork
   3. Sincerity and authenticity: using a personal & human approach
   4. Communicative: promoting interaction and discussion
   5. Empathic: caring for others without becoming emotionally involved

B. Communication Style:
   1. Direct and clear: speaking concisely; expresses & receives ideas easily
   2. Listening: practicing all aspects of active listening
   3. Objective: knowing how to receive and deliver unbiased information
   4. Adaptive: adapting communication style to fit the needs of the discussion
   5. Aware: differentiating objective data from interpretations and assumptions around these

C. Thinking Style:
   1. Analytical: able to sort, analyze and evaluate information
   2. Investigative: searching for relevant information & evidence based on IAF Core Competencies
   3. Factual: gathering facts & processes objectively & presenting in an unbiased manner
   4. Outcome: reaching conclusions based on analysis of information and evidence presented
   5. Tolerant: of pressure, time, and incomplete data, to reach appropriate and defensible conclusions
   6. Self-organising: synthesising appropriate outcomes that merge multiple viewpoints beyond their own

D. Organizational Ability:
   1. Attention to detail: tracking pieces of information and keeping them in order
   2. Organising/planning: structuring tasks & activities in sequence with planning
   3. Reaching conclusions: making decisions and keeping the process operational
   4. Time management: organizing & planning multiple activities including setting priorities
E. Knowledge & competence:

1. Facilitation: knowledgeable of and experience with multiple facilitation techniques and tools
2. Communication: awareness of diverse & culturally appropriate strategies for promoting effective group dynamics
3. Assessments: well versed in assessment techniques and communications that surface evidence indicators
4. Environments: knowledgeable and experienced in creating environments conducive to dialogue
5. Languages: fluent in written and spoken English (CEFR Level B2) and ideally competent in another language.
6. Flexible: comfortable and competent in working across multiple environments – in-person, virtual, synchronous, asynchronous
7. Depth: surfacing competence evidence indicators appropriate to the standard being assessed.