



promoting the power  
of facilitation worldwide

## **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.