



IAF Core Competencies

Revision as from 1st July 2021

The IAF Core Competencies were initially developed over twenty years ago and revised in 2003. The intent was an assurance that CPFs meet internationally recognised standards and commit to the Statement of Values and Code of Ethics.

The Core Competencies have been revised to reflect changes in current thinking, and to provide further depth to some of the Core Competencies.

Most changes are minor, but the revisions should be reviewed in detail by anyone intending to undertake any of the IAF's Professional Development examinations or certifications.

All Certified™ Professional Facilitator assessments, Endorsed™ Facilitator examinations, and Endorsed Facilitation Training Programme reviews will use this revised set of competencies from 1st July 2021. However, the IAF is operating a phased transition period until 31st December 2021. If you are starting to prepare your documentation you should use the revised competencies, but if you are working on an assessment and have already started preparation, any documentation already created will be accepted, up until 31st December 2021.

Here is a high-level summary of the changes.

Competency	Summary of revisions
A. Create Collaborative Client Relationships	General: Minor rephrasing e.g. replaced 'output' with 'outcome' A1: removed the example of co-facilitation
B. Plan Appropriate Group Processes	General: Minor rephrasing e.g. omission of the word 'norms' in B1 B1: rephrasing of 'learning and thinking styles' B2: restated to include the potential for all types of meeting, not just physical room space
C. Create and Sustain a Participatory Environment	General: Minor rephrasing C2: 'accept all ideas without judgement' moves here from C4



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	C3: Revised thinking around the management of group conflict C4: rephrasing of 'learning and thinking styles'
D. Guide Group to Appropriate and Useful Outcomes	Minor rephrasing
E. Build and Maintain Professional Knowledge	Minor additions and rephrasing
F. Model Positive Professional Attitude as a Process Facilitator	Minor additions and rephrasing