

Institute for the Study of Conflict Transformation, Inc

MEDIATOR CERTIFICATION APPLICANT'S GUIDE TO PREPARING A SELF-ASSESSMENT

An important component of the Summative Assessment Process is to engage you, the mediator, in the process. There are several reasons for this:

1. Your “voice” should be a part of the process, that is, you should have an opportunity to share your own insights about the purpose of your work, how your interventions relate to the principles and premises of transformative practice, and your perceived effectiveness, in your own words.
2. The process of preparing your Self-Assessment has an educative function for you. It encourages you to review and critically evaluate your tape, according to the same criteria on which it will be judged, before you submit it. If you find, in that process, that you are not adequately satisfied with the way you represent your work on this tape, you then have the opportunity to learn and practice further, and prepare a different tape for submission.
3. The assessors are interested in more than simply a skills demonstration. An important component of transformative practice is the ability to link purpose to practice, that is, to understand and apply transformative conflict theory to concrete situations. This understanding is what sustains a mediator when presented with interactive challenges. Your self-assessment will provide the assessors with insights on your understanding of the purpose-practice link, in your own words.

In the Summative Assessment Process, the assessors bring your voice into the process at two different points. The first point is this Self-Assessment. We ask that you prepare a Self-Assessment, according to the directions below, and submit it with your tape. The assessors will review the sections of the tape you direct them to, and look at those sections in light of your own interpretations. The assessors will also have a conversation with most candidates at the end of the tape evaluation process, as is described in the more detailed Description of the Summative Assessment Process.

Your Self-Assessment consists of 2 short essays, as outlined below. Each essay should be structured as a series of short, concise answers to the questions provided. Your answers should be typewritten, double-spaced, in 12-point type size, with one-inch margins on all sides. Each of the two essays should be approximately one page in length

Self-Assessment #1

Select a segment of the tape where you made an intervention that you believe is *consistent* with competent practice in the transformative framework.

1. Note the approximate number of minutes into the tape where the intervention occurs, so that the assessors can locate the intervention.
2. Describe what you did in the intervention.

3. Explain the context, what you were responding to (e.g., what opportunity for party empowerment or inter-party recognition drew your attention).
4. Describe your purpose in intervening at this point.
5. Describe the effect of your intervention on the unfolding interaction between the parties.
6. Relate your intervention to the principles and premises of transformative mediation.

Self-Assessment #2

Select a segment of the tape where you made an intervention that you would critique as *inconsistent* with competent practice in the transformative framework.

1. Note the approximate number of minutes into the tape where the intervention occurs, so that the assessors can locate the intervention.
2. Describe what you did in the intervention.
3. Explain the context, what you were responding to (e.g., what happened in the interaction that made you intervene as you did).
4. Describe your purpose in intervening at this point.
5. Describe the effect of your intervention on the unfolding interaction between the parties.
6. Describe how your intervention was inconsistent with the principles and premises of transformative mediation.
7. Describe an alternative intervention that is consistent with the principles and premises of transformative mediation.