**A. K. RICE INSTITUTE**

**for the Study of Social Systems**

**April 6, 2019 ver**

**Training and Certification Program**

**CONFERENCE DIRECTOR’S ASSESSMENT**

**OF**

**CONSULTANT CANDIDATE**

Dear Conference Director,

Thank you for including Consultant Candidates on your conference staff – and thereby helping to prepare the next generation of group relations practitioners. Mentored conference staff work is a very important, and required, component of Trainees’ learning and development.

We are asking you, or your designee, to provide an assessment of the Consultant Candidate’s conference work. Your assessment is reviewed carefully by the Training and Certification Committee and plays an important role in determining whether candidates are ready for full certification. In addition, it provides valuable input for the Candidate’s learning.

In particular, we need your thoughts about the Candidate’s:

* Ability to take up the consultative stance effectively by attending to the group dynamics as they emerge in various here-and-now settings, with particular reference to unconscious dynamics centering on authority and leadership.
* Awareness of how larger social dynamics are reflected in emerging conference dynamics.
* Capacity to work as a staff member and collaborate effectively with other staff members.

Within 60 days of the conference, please submit your description of the candidate’s work using the form at the end of these instructions.

The assessment need not be exhaustive or extensive. However, to be useful it should be sufficiently detailed and specific. Please keep in mind:

* Meaningful, specific examples illustrating your assessment are most helpful. Please provide as many as possible.
* You (or your designee) might find it helpful to get input from other staff members who have direct experience of the Candidate from events in which you didn’t participate.
* Include material from your individual meetings with the candidate, including examples they provide and/or their insights.
* A list of the competencies on which candidates are evaluated by the T&C Committee is provided below. While there is no expectation that you address each one individually, you may find it useful as a guide for organizing your observations and/or remarks.

**Competencies Expected of Candidates for Certification:**

1. The ability to formulate group-level unconscious processes as they are occurring, using words, images, analogies, and metaphors.

2. The capacity for self-containment and the ability to “hold still” emotionally long enough to identify and feel along the boundary between what resides in the group and the environment and what resides in one’s self.

3. The ability to be reflective and self-examining in role and to own mistakes in front of members and other staff.

4. The ability to regain the consultant role after it has been lost.

5. The capacity to work on the task of providing learning opportunities about authority relations rather than meeting personal needs.

6. The ability to make group-level interpretations and to intervene managerially, if necessary, based on the understanding that individuals “carry” or express some aspect of the experience of the group-as-a-whole.

7. The ability to work effectively within a task team as well as across a boundary with other task teams.

8. The ability to report on events in a manner that supports colleagues’ work.

9. The capacity to follow those in leadership roles and to express differences in a manner that supports the work.

10. A commitment to examine conference methods as the technology and theory evolve.

11. The ability to examine how the dynamics of the staff group affect the conference as-a-whole and how member group and staff group experiences influence each other.

12. A recognition of the interrelatedness of subgroups in the organization as-a-whole.

13. The ability to understand how conference dynamics reflect the larger socio-political context.

14. The capacity to examine and speak to dynamics of the system as-a-whole.

15. An ability to facilitate members’ application of conference learning to their experiences in other contexts.

16. Your overall assessment of the Candidate’s readiness to consult in conferences in a staff role.

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**March 2019**

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**CONSULTANT CANDIDATE**

Once completed, please send this assessment to [akritc@yahoo.com](mailto:akritc@yahoo.com), as well as to the trainee and his/her mentor.

Thank you for your assistance in this meaningful task.

**CONSULTANT CANDIDATE:**

**CONFERENCE DIRECTOR:**

**CONFERENCE TRAINING MENTOR:**

**DATES OF CONFERENCE:**

[Please add additional pages as necessary]

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Signature

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