

When is a CTF candidate ready?



Marilyn Oyler - Sat, Aug 28, 2010 12:23 AM

Dear Assessors,

A small team of us on the TTN Certification Team have started to work on the standards we will use as we do assessments and we would like to invite you to participate with us in a Groupsite discussion asking "when is a CTF candidate READY?"

As you are aware, some of us came to the first assessment with 30 + years of experience and suitcases of documentation. Candidates may now come to us having just completed one of each requirement. This leaves a lot of space in between. In addition to meeting the stated requirements, are there other indicators we are looking for that help us know when a candidate is ready?

We have created a sub group on the TTN Groupsite and we will initiate the discussion. We are also sending each of you an invitation to join the assessor's sub group. We are assuming that this discussion will be restricted to assessors only...the 14 of us.. Our team will track the discussion and bring the results and recommendations to our assessors meeting on Jan 27, 2011 in San Antonio.

I have also included the work we did on comparing certification processes last year as it may inform our discussion as well. I put it in the file cabinet.

Our team thanks you for taking time to let us know your thinking about candidate readiness.

Thanks,

Marilyn on behalf of the Certification Standards task force



Linda Alton - Wed, Sep 15, 2010 11:54 AM

Two weeks ago, Marilyn started a conversation stimulated by the Cert Standards Committee: **What does 'READY' look like?**

We'd like to think of this as a 'go-around' around our Assessor's Table, and

have our first comments in by Friday afternoon. I'm next!

I've closely mentored 9 CTF candidates who are now CTF, and currently have a new group, 1 emerging in Michigan, 2 considering in NYC, and of course the MToP potential candidates here. All kinds of new considerations...how to mentor virtually, how much face to face to require, etc. Another conversation.

1. The following paragraph is excerpted from an email in a similar conversation we were having locally, from Sheila LeGeros, and begins to address the question:

I don't believe we're expecting certified ToP facilitators to be at an advanced stage of design. We're simply asking people to demonstrate that they can apply plain vanilla ToP methods in appropriate settings, without much modification. Assessors need to be looking for skills at the INTERMEDIATE LEVEL. Working with us as they go forward will cultivate and grow the ADVANCED LEVEL.

I'd like us to stew on this.

2. The learning curve between experiencing mentoring a candidate - and then assessing other candidates - is important to consider. It's occurred to me to suggest that unless a ToP CTF assessor has or is currently mentoring a CTF candidate, they need to recuse themselves from assessing in an upcoming assessment session.

I'd like us to stew on this!

Thanks all...who's next around this table? Linda



Sunny Walker - Thu, Sep 16, 2010 10:13 AM

Linda, quick "off the cuff" comment - if you ask those not mentoring CTF's to recuse themselves, you and Marilyn might be the only assessors -- and you can't assess your mentees!

On the other hand (there usually is one, right? Or is that, left?) ...

This would be a HUGE push for us to begin to get some people into the pipeline the way you have. That may not be possible time-wise for some of us, but for others, useful. Do you have procedures anywhere on how you get people in and encourage them along? I don't think I speak well enough

or often enough of certification to get/keep people interested. (Maybe I'm too self-isolated at the moment - live alone, work alone a lot, wah wah wah...lot of whine - anyone got any cheese?)

Sunny



Linda Alton - Thu, Sep 16, 2010 2:17 PM

Thanks Sunny, for giving my 'off the cuff' - and totally uncalled-for comment - some credit. It really didn't follow, but you did get the gist...I sense that the ground work of determining what 'ready' or what 'intermediate' even looks like...comes from working side by side developing facilitators. I remember some of this same conversation coming up as we shared differences in what 'qualified trainer' meant/means.

So...I guess I do see the need for a HUGE PUSH, yep. 'Cause I am worried about all of us pumping out course grads without standards around our geographies of what excellence looks like...our CTF folks! Personal example - so far this year we have 146 TFM grads. We have 16 CTF'ers - an image of 1 for every 10 grads. I want to think that each of these grads is within 'reach' of a nearby CTF for coaching, role modeling, etc. Procedures? I let the TFM participants know who these folks are during the TFM, have the 7 competencies on the wall as decor, raise up the possibility for them to do this, invite them to a Sat a.m. session to find out. ...every 4th Saturday a.m. I just show up there, someone is always there to talk.

This is not really on topic...others? what does 'ready' look like, for you?



Sunny Walker - Thu, Sep 16, 2010 6:38 PM

So, this is great information about what we could be doing here.

I think "ready" is still pretty subjective for me - it's the same with IAF certifications. I know pretty quickly if the person has a reasonable chance of passing or not.

Now I'm asking myself, what do I want from getting someone certified? Better yet, what do we want? Is this a money-maker? Probably not though

it is a revenue stream for those involved.

Is it to have a "next generation" of people who are go the distance for 30 years or so? Maybe - but I'm not sure ANYONE does that anymore, at least from the younger generations.

Is it to find people who can engage a group in grabbing hold, together, of the future? Well now, that's intriguing. What does it mean to be ready for that?

More thinking needed!

Sunny



Jane Stallman - Fri, Sep 17, 2010 11:45 PM

I have a different perspective on Mastery than Sheila's plain vanilla level of competency. To me Mastery implies that the person has a full command of the subject and is able to apply that knowledge in a variety of situations and with a variety of groups. They should be able to respond to questions showing an understanding of the rationale for the design, optional approaches and how their choice best serves their client.

Here are a couple of dictionary definitions -

n., pl., -ies.

1. Possession of consummate skill.
2. The status of master or ruler; control: *mastery of the seas.*
3. Full command of a subject of study: *Her mastery of economic theory impressed the professors.*

Main Entry: **mas·tery** Pronunciation: \ˈmas-t(ə-)rē\ Function: *noun*
Etymology: Middle English *maistrie*, from Anglo-French *mestrie*, *maistrie*, from *meistre* master Date: 13th century
1 *a* : the authority of a master : [dominion](#) *b* : the upper hand in a contest or competition : [superiority](#), [ascendancy](#)
2 *a* : possession or display of great skill or technique *b* : skill or knowledge that makes one master of a subject : [command](#)

mastery [ˈmɑːstəri] *n pl -teries* **1.** full command or understanding of a subject **2.** outstanding skill; expertise **3.** the power of command; control **4.**

victory or superiority

Source: [Collins English Dictionary - Complete and Unabridged](#) ©
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