



The Compassionate Listening Project Facilitator Certification Program

This program is for leaders and experienced facilitators who want to deepen their skills, including facilitators who want to merge this body of work with their own.

Goals of the Certification Program

- To prepare facilitators to be a force for transforming polarization in their own lives and in the world by developing mastery of Compassionate Listening's Five Core Practices.
- To ensure consistency, integrity and the highest standards for Compassionate Listening (CL) programs.
- To prepare facilitators to teach our core 12-hour CL workshop, "Introduction to Compassionate Listening", as well as the option of creating new CL curricula and programs ("Enhancement" workshops and Journeys), and to ensure that participants achieve a high skill level before facilitating.

Cost and Acceptance into the Certification Program

The program cost for Facilitator Certification is \$4,500 USD, based on 6-12 months of active mentorship. The duration of the program depends in part on how quickly the Mentee chooses to satisfy the requirements of the program. (Mentees who are juggling full-time work and caring for family members, for example, may elect for a more extended and spacious mentorship.) Each Mentor and Mentee are invited to negotiate their program fee and payment schedule, as well as the duration of the program.

We are committed to accessibility and sincerely wish for all who want to become Certified Facilitators to do so, regardless of financial means. Mentees who are experiencing financial hardship are encouraged to negotiate a reduced or eliminated program fee with their prospective Mentors. If applicants do not have a specific mentor in mind, we will do our best to match them with a Mentor who suits their needs.

Program Acceptance Requirements

- Complete an *Introduction to Compassionate Listening* workshop (min 10 hours)
- Submit to TCLP your application with a \$50 USD application fee
- Receive approval as a candidate for certification by the Compassionate Listening Project

Timeline

The Certification Program includes 6-12 months of active mentoring, unless a shorter period has been approved by your Mentor and agreed upon by Mentor and Mentee. The maximum timeframe for completion is two years from your start date.

Program Components

Mentor and Mentee will work together to identify the Mentee's program-related goals, as well as developing a plan for achieving those goals and fulfilling the Certification Program requirements. The Mentor will provide educational and developmental advice and guidance. Meetings will take place at a time and in any format chosen by the Mentor and Mentee—either in person, via Zoom, or by phone, depending on personal preference and whether they live near one another.

All participants in the Certification Program are invited and encouraged to become active members of the Compassionate Listening Facilitators' Circle, which entails 1) joining our Google Group email list, and 2) attending monthly facilitator calls to share best practices, curricula, and evolve our practice of Compassionate Listening.

Participants may submit a request to their mentor to waive certain requirements if they pose a significant obstacle to completing the program or if have been met through an alternative or prior experience.

1. **Mentor Meetings:** Meet with your mentor on a regular basis (phone, Zoom, in-person, etc.) to prepare for all components of the Program.
2. **Journal:** Maintain a written journal of self-reflections related to your CL activities; and discuss them with your mentor:
 - How is CL working in your daily life?
 - Describe your successes and challenges, insights and learning.
3. **Lead a Practice Group:** Facilitate a 10-session CL practice group, guiding participants through the full CL Introductory Workshop.
4. **Self-Directed Supplemental Learning:** Read at least four books related to developing yourself as a facilitator in this field. Books must be approved by your Mentor in advance. (Contact us for our list of recommended titles.)
5. **Advanced Workshop:** Complete the Compassionate Listening Advanced Workshop.

6. **Diversity, Equity, and Inclusion Work:** Being a TCLP facilitator (or any facilitator) entails leadership and comes with a responsibility to see, understand, and at times name the power dynamics that exist within groups, for the purpose of holding a courageous space in which people can safely engage in the learning process together. For this reason, facilitators must have experience in leading conversations and holding space for world work topics in the realm of Diversity, Equity, and Inclusion. If you do not have recent training on these topics, you must seek out appropriate training to support your capacities as a CL Facilitator. Your mentor is available to support you in seeking out these opportunities in your community or online in case local trainings are not an option.
7. **Immersion in the Field:** Participate in as many CL workshops as you can (including Introductory Workshops and Advanced Trainings), and assist in at least one Introduction to CL workshop. You do not need to pay workshop tuition to assist, but will need to make arrangements with the facilitator, and be responsible for travel and accommodations for in-person workshops. Candidates are encouraged to immerse themselves in the Compassionate Listening field and work with as many different facilitators as possible.

At the same time, we strongly recommend that Mentees pursue compatible trainings, talks, groups, webinars, to build facilitation and peacework skills.

8. **Facilitate:** Once you've received positive feedback from your practice group participants, we encourage you to begin offering short CL sessions within your communities, and/or weaving Compassionate Listening philosophies, practices, and exercises into your work (with attribution). You may request to lead an exercise at any CL workshop when you are ready. Your work will be evaluated by the Certified Facilitator and the participants.
9. **Graduation Workshop:** Mentees shall facilitate a 1- or 2-day CL Introductory workshop for graduation. TCLP will host your graduation workshop on our online Event Calendar and will manage registration. A suggested minimum donation of \$25 USD is requested from participants to help meet the administrative costs for the workshop, and donations of any amount are gratefully accepted.

Like other online workshops, graduation workshops also have a 60/40 revenue split, with 40% of the first \$25 USD of each donation going to TCLP for infrastructure and administrative costs, and 60% going to the facilitator(s). Any donation above and beyond the minimum \$25 USD ticket price goes to TCLP toward the maintenance of our infrastructure, growing our community of dedicated Certified Facilitators, and ensuring equitable access for all regardless of socioeconomic status or dis/ability.

Any participant who would like to attend a graduation workshop and finds the minimum suggested donation of \$25 USD to be a barrier are invited to get in touch with us for registration instructions to waive the minimum donation.

10. **Certification:** Once you have completed the program components, and your evaluations from participants indicate that you are embodying Compassionate Listening and delivering its core teachings with consistency and integrity, your mentor will recommend your certification.

If evaluations do not average a minimum of “very good” by the end of the Certification Program and/or your mentor is not ready to recommend you for certification, you and your mentor may create a plan that includes additional assisting at CL workshops, practice group work, skill-building, and mentoring time for a fee to be determined with your mentor.

If any of these Program components prove to be a significant obstacle to completing certification, or if you have already fulfilled a program requirement, you are encouraged to discuss this with your Mentor, who will be responsible for bringing the issue to the attention of the Facilitator Certification Circle. Under advisement of the Mentor, the Circle will decide how best to accommodate, negotiate, or waive a particular program requirement for an individual Mentee in a way that honors the integrity of the Program while ensuring that the Mentee is adequately prepared for Certification.

Application and Review Process

1. Fill out our online application (link below). Applications will be reviewed and applicants will be contacted within two weeks of submission.
2. If your application is accepted, we will contact you to schedule a phone interview to discuss your goals and vision, potential mentors, and answer any questions you may have about the program.
3. If you are accepted into the program, a \$200 USD application fee will be due to TCLP within four weeks of your acceptance date. You may remit your application fee via PayPal to staff@compassionatelistening.org.
4. Once TCLP receives your application fee, we will schedule an introductory meeting via Zoom with your mentor and at least one of our co-directors (“TCLP Staff”).

Facilitator Certification Program Application

Please submit your application by thoughtfully responding to the following questions via our online application form at www.compassionatelistening.org/facilitator-certification

- 1) Please describe your vision: what draws you to become a Certified Facilitator of Compassionate Listening?
- 2) This Certification Program is for those with prior facilitation experience. Describe in detail your past experience as a group facilitator.
- 3) Please tell us about your participation with The Compassionate Listening Project. Which CL workshops have you taken, and with which facilitators?
- 4) Describe how CL is working in your personal and professional life and what areas you feel are your growth-edges.
- 5) Please tell us about your experience with justice, equity, anti-bias, anti-racism, anti-white supremacy or other equity related groups or trainings you have participated in.
- 6) Would you like to request a specific mentor?
- 7) If you do not have a specific mentor in mind, we will do our best to match you with one who meets your needs. What qualities are you looking for in a mentor (personal strengths, areas of focus, available to meet in the evenings, ability to offer a sliding scale or pro bono program fee, etc.)?

About Your Practice Group

The core component of the Facilitator Certification Program is organizing and facilitating a practice group. Your Mentor will help you prepare to deliver a full 2-day CL Intro Workshop to your practice group over 10-12 sessions.

Setting Up Your Group

Practice groups may be recruited from among your circle of friends, colleagues, and/or community members. You can also approach pre-existing groups such as churches or other community organizations that will benefit from deepening their relationships and building skills within their community. Create a plan with your mentor that fits your needs/goals.

Structure

- Aim for 12 to 16 participants
- Plan for 10-12 sessions
- Plan to meet for 2 - 2.5 hours each session
- Sessions may be held weekly or every other week

Mentees will facilitate the equivalent of a full 2-day Compassionate Listening Introductory workshop over the course of their practice group. Your Mentor will work with you to create agendas and will share their personal workshop scripts. Mentees will also use our book *Practicing the Art of Compassionate Listening*, which covers most of the core curriculum.

After each session, participants are asked to fill out short evaluations that Mentors will review with you before planning the next session.

Centering Marginalized Voices

"If you have come to help me, then you are wasting your time.
But if you have come because your destiny is bound up with mine,
then let us work together."

- Lilla Watson, Australian Aboriginal Woman

Centering the voices of people who are members of marginalized groups or who tend to be “othered” and honoring them with deep listening is a signature of the Compassionate Listening Project.

This one-session component of the practice group is designed to help Mentees and practice group members gain experience in sitting with the discomfort of listening deeply

to people with life experiences different from their own. This exercise is most powerful when used as a way to build understanding and relationship with people who are members of a group around whom we hold fear or discomfort, have little-to-no history of connection, tend to judge or “other,” or otherwise hold out of our hearts.

This should be seen, first and foremost, as a gift to the Mentee and the practice group participants, rather than *helping* someone else. Connecting with marginalized people/groups requires humility and sensitivity. With it comes great learning. Examples of people to invite to share their experience with your group include veterans, people experiencing homelessness, First Nations people, people of color, people with disabilities, immigrants from war zones, former prisoners, neurodiverse people, people experiencing addiction, and ethnic and religious minorities.

This session will take place toward the end of your practice group. It may take you and the participants out of your comfort zones. You are encouraged to stretch and work in an area you do not know well. Your Mentor will provide you with a sample invitation and information to help prepare your guest for the listening session.

Compassionate Listening Facilitator Circle

What is it?

In 2005, TCLP and the CL Facilitators embraced the concept of a supportive learning community to grow and evolve together. Facilitators have a Google Group (email list) and participate in monthly calls to share best practices, successes and challenges, curriculum and program development, and to support the organization and its capacity to grow and spread the practice. Our Facilitator Circle seeks to embody the following values: self-organization, co-creativity, inclusivity, embodiment of the practice, passion, and catalyzation of the healing work of Compassionate Listening.

All Certified Facilitators and Mentees in the Certification Program are welcome and encouraged to maintain active facilitator status.

What constitutes active status?

- Participation in our facilitator email Google Group; and
- Participation in monthly facilitator Zoom calls as possible (listening to recordings to stay up to date for those calls you're unable to attend).

We also welcome and encourage our CL Facilitators to:

- Facilitate CL-hosted workshops and/or Journeys;
- Design and facilitate “Enhancement” workshops, which are enrichment workshops beyond the Intro which may either focus on a particular element of CL work (such as self-compassion, speaking from the heart, or judgement) or which meld Compassionate Listening with other topics such as caregiving, parenting, schools/education, climate crisis, poetry, couples work, or kids;
- Integrate Compassionate Listening with one’s own work and practice;
- Assist at Intro and Advanced Workshops; and
- Volunteer with TCLP to support our community.

Benefits of Active Participation in the Facilitator Circle

Pre-Certification

- Facilitators-in-training may include their headshot and bio on the TCLP website;
- Opportunity to co-create and co-evolve training curricula and materials;
- Access to the shared facilitator Google Drive;
- Invitation to promote your CL-related offerings in TCLP newsletters and social media;

Post-Certification

- Eligibility to teach 1- and 2-day CL Intro workshops (“Healing Our World from the Inside Out”);
- Eligibility to be hired and referred by TCLP to offer private CL workshops;
- Invitation to create new CL Journeys with approval and in partnership with TCLP;
- The right to use the title “Certified Compassionate Listening Facilitator”;
- The right to use the phrase “Compassionate Listening” in titles and subtitles of offerings when CL is the dominant content or organizing focus of the offering;
- Facilitator bios and photos (with links to personal websites) will be featured on the TCLP website;
- Enjoy increased exposure by driving traffic to the TCLP website through regular social media posting;
- Access to and use of TCLP Training packets, articles, handouts, brochures and other resources;
- Opportunity to share in learning, growth, and support as part of our learning community; and
- Invitation to post CL-related content on the TCLP blog (within CL guidelines).

Inactive Facilitators

Facilitators who have not been active for 3 years are always welcome to reactivate their status and website listing by reengaging with the Facilitator Circle. Before offering

sessions after a long lapse, facilitators are requested to assist at a 1- or 2- day workshop offered by an active facilitator.

Continuing Education

We acknowledge that unlearning the ways we knowingly or unknowingly uphold and are complicit within systems of oppression is lifelong and multi-layered work. To demonstrate our shared commitment to hold space for workshop participants as safely and ethically as possible, we *highly* recommended that facilitators continue to participate in groups and trainings on diversity, racism, power, and privilege.

In addition, we encourage collaboration and attending or assisting in other facilitators' workshops as often as possible, in order to cross-pollinate and learn from one another's strengths as well as what each unique facilitator brings to this work and community.

Culture of Generosity

TCLP, together with our facilitator community, strives to create a culture of mutual appreciation, generosity and support for our collective work.