The Compassionate Listening Project

Facilitator Certification Program

This program is for leaders and experienced facilitators who want to embrace Compassionate Listening as a life-long practice and skill set, and join an international community of facilitators.

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 CL Intro workshop, "Introduction to Compassionate Listening", as well as the options of creating new CL curricula and programs ("Enhancement" workshops and Journeys), and merging this body of work with their own.

Cost

The total program cost for Facilitator Certification is offered on a sliding scale of $3,000 - $4,500 USD. We are committed to working with applicants to ensure that financial means are not an impediment to certification.

Timeline

The Certification Program includes an average of 5-12 months of active mentoring, depending on how quickly the program components are met. The maximum timeframe for completion is two years from your start date. 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.)

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 advice, support and guidance.

Participants may petition their Mentor to waive program components if they pose a significant obstacle to completing the program or if they have been met through an alternative or prior experience.

1. **Mentor Meetings**: Meet with your mentor on a regular basis via phone, Zoom, or in-person. Most of the meetings will be focused on preparing to facilitate your Practice Group - reviewing evaluations and preparing agendas.

2. **Journal/Discuss:** Maintain a written journal of self-reflections related to your CL activities and personal growth, and discuss these insights with your mentor:
    - How are you utilizing CL in your daily life, including challenges and conflicts in your personal and professional life?
    - Describe your successes and challenges, insights and learning.

3. **Join the Facilitator Circle:** Mentees are added to our Google Group email list and are expected to attend monthly facilitator calls when possible, and listen to the recordings if unable to attend.

4. **Lead a Practice Group:** Facilitate a 10-session CL Practice Group, guiding participants through the full CL Introductory Workshop. Your Mentor will guide you every step of the way, including providing session outlines and exercise scripts.

5. **Self-Directed Supplemental Learning:** Read (or listen to) at least three books (or audiobooks) related to developing yourself as a facilitator in this field. Books must be approved by your Mentor in advance.

6. **Advanced Training:** Complete the Compassionate Listening Advanced Training.

7. **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 holding space for world work topics in the realm of Diversity, Equity, and Inclusion. If you have not participated in or led 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.

8. **Immersion in the Field:** Participate in as many CL workshops as you can (including Introductory Workshops and Advanced Trainings), and assist in an 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.

9. **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).

10. **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. 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.

11. **Certification:** After 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 to TCLP.

    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 decide how best to accommodate, negotiate, or waive a particular program requirement in a way that honors the integrity of the Program while ensuring that the Mentee is adequately prepared for Certification.

Application, Review and Acceptance Process

1. Fill out our online application (link below). Applications will be reviewed and applicants will be contacted within two weeks of submission.

2. We will contact you to schedule an interview to discuss your goals and vision, potential mentors, and answer any questions you may have about the program.

3. If accepted into the program, we will schedule an introductory meeting via Zoom with your proposed mentor and at least one of our co-directors ("TCLP Staff").

4. Work with your Mentor to fill out the Mentor-Mentee Agreement, including your payment amount and payment plan.

5. Your $1,000 USD program fee will be due to TCLP within four weeks of your acceptance date. You may remit your payment via PayPal to staff@compassionatelistening.org.

6. Welcome to TCLP's Facilitator Certification Program!

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 and leadership experience. Describe in detail your facilitation and leadership experience.

3) Please tell us about your participation with The Compassionate Listening Project. Which CL workshops/Journeys have you participated in, 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 or led.

6) Would you like to request a specific mentor?

7) The Certification Program is offered on a sliding scale of $3,000 - $4,500. As the certifying body, $1,000 is paid directly to TCLP, and the remainder of the Program fee is paid directly to the Mentor. Please tell us the amount along the sliding scale that you would like to pay. If you are unable to pay on the sliding scale, please tell us what you will be able to pay. (Payment plans may be worked on with your Mentor.)

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 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. Practice Groups may be held online via Zoom or in person.

Structure

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

Mentees will facilitate 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 exercise 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 2006, TCLP and the CL Facilitators embraced the concept of a supportive learning community to grow and evolve together as a community of practice. 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, collaboration, 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 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 welcome and encourage our CL Facilitators to:

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

Benefits of Active Participation in the Facilitator Circle

Pre-Certification

- Facilitators-in-training may include their headshot and bio on the TCLP Facilitator page on our website;
- Opportunities to co-create and co-evolve training curricula and materials;
- Access to the shared facilitator Google Drive with use of TCLP Training packets, articles, handouts and other resources;
- Invitation to promote your CL-related offerings in TCLP newsletters and social media;
- Opportunity to share in learning, growth, and support as part of our learning community; and

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;
- Use of TCLP Training packets, articles, handouts 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 workshops after a long lapse, facilitators may be 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.