





Facilitator Certification Comparisons - Comparing CMF, CCF, CPF and CPF/M

	 CMF™ Certified Master Facilitator™	 CCF Certified Competent Facilitator	 CPF IAF Certified™ Professional Facilitator	 CPF Master IAF Certified™ Professional Facilitator Master
Certifying Organization	International Institute for Facilitation www.inifac.org	International Institute for Facilitation www.inifac.org	International Association of Facilitators www.iaf-world.org	International Association of Facilitators www.iaf-world.org
Intention of Certification	Advanced facilitation Assess a candidate's ability to meet higher level skills for advanced facilitation. <i>(note: no other certification is required to earn the CMF credential)</i>	Basic facilitation Assess a candidate's ability to meet entry level skills for facilitation. This certification provide a pathway for achieving the Certified Master Facilitator credential. (note: it is not necessary to become a CCF in order to earn the CMF credential)	Basic facilitation “Indicates attainment of IAF core competencies and that those certified are qualified to design and provide basic group facilitation services.” (Source: IAF website)	“Be recognised for shaping the field of facilitation”
Target Audience	Advanced facilitators with significant or moderate experience.	Competent facilitators who aspire to basic level certification as they develop their competencies in facilitation towards becoming a CMF.	Competent facilitators with experience in the field.	already completed the CPF, recertified twice and passed the CPFM certification. This mastery level of certification includes:
Cost	US\$ 2350	US \$900	US \$2450.00 + IAF membership	US \$500 + IAF membership
Experience	30 sessions over prior 3 years (10 session credit for CPFs)	7 sessions over prior 3 years	7 sessions over prior 3 years	<ul style="list-style-type: none"> Recertified at least once as a CPF Been CPF for a minimum of 8 years 5 sessions over prior 6 years
Sponsor References	Minimum 5 organizations and 10 sponsors	3 different sponsors (could be from same organization just different departments)	None required	4 peer-reviews
Degree of Proficiency	Grading system Must score minimum 80% in all six competency areas.	Grading system Must score minimum 50% in all six competency areas.	Evidence of proficiency subjective assessment in 18 sub competency area.	Evidence of proficiency <ul style="list-style-type: none"> contribution to advancing the field of facilitation Evidence of professional development
Written Assessment	30 questions Candidates respond in writing to 30 questions related to the sub-competencies by giving examples from their experience.	30 questions Candidates respond in writing to 30 questions related to INIFAC’s sub-competencies by giving examples from their experience.	Narrative examples Candidates provide narrative examples of a workshop on how they applied IAF core competencies in their work.	None required
Demonstration of Skills Assessment	Completed virtually Candidate submits 25-35 minutes, based on an assigned topic with specific role-plays. The INIFAC assessor reviews the video and scores the candidate’s performance in the relevant sub-competencies on a five-point scale.	Completed virtually Candidate submits 25-35 minutes, based on an assigned topic with specific role-plays. The INIFAC assessor reviews the video and scores the candidate’s performance in the relevant sub-competencies on a five-point scale.	Onsite assessment event Candidate facilitates at a scheduled onsite assessment event, with assessor interview and immediate feedback.	Completed virtually <ul style="list-style-type: none"> Evidence of professional development Evidence of contribution to advancing the field of facilitation
Re-Certification	Every 3 years <ul style="list-style-type: none"> list of 15 facilitations and 3 references 40 hours of personal development recertification fee US\$ 500 After your first recertification, you no longer need to recertify and are a CMF for life.	No Recertification CCFs are encouraged to embark on the Certified Master Facilitator (CMF) credential with 5 years of attaining their CCF credential. (If after the 5 years of being a CCF, without having advanced to the CMF level, you will have to begin the entire CCF process again.)	Every 4 years <ul style="list-style-type: none"> document 15 facilitations and 3 references, 40 hours personal development related to facilitation renewal fee is US\$400 	<ul style="list-style-type: none"> Every 6 years