





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

	 <b>CMF®</b> <b>Certified Master Facilitator®</b>	 <b>CCF™</b> <b>Certified Competent Facilitator</b>	 <b>CPF</b> <b>IAF Certified™</b> <b>Professional Facilitator</b>	 <b>CPF  Master</b> <b>IAF Certified™</b> <b>Professional Facilitator   Master</b>
<b>Certifying Organization</b>	International Institute for Facilitation <a href="http://www.inifac.org">www.inifac.org</a>	International Institute for Facilitation <a href="http://www.inifac.org">www.inifac.org</a>	International Association of Facilitators <a href="http://www.iaf-world.org">www.iaf-world.org</a>	International Association of Facilitators <a href="http://www.iaf-world.org">www.iaf-world.org</a>
<b>Intention of Certification</b>	<b>Advanced facilitation</b> 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>	<b>Basic facilitation</b> 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)	<b>Professional facilitation</b> “Indicates attainment of IAF core competencies and that those certified are qualified to design and provide professional group facilitation services.”	<b>Advanced facilitation</b> “Be recognised for shaping the field of facilitation”
<b>Target Audience</b>	<b>Advanced facilitators</b> with significant or moderate experience.	<b>Competent facilitators</b> who aspire to basic level certification as they develop their competencies in facilitation towards becoming a CMF®.	<b>Competent facilitators</b> with experience in the field.	<b>Advanced Facilitators</b> that have significantly contributed to the advancement of facilitation, the professional growth of facilitators and the promotion of the profession. already completed the CPF, recertified twice and passed the CPFM
<b>Cost</b>	<b>US\$ 2350</b>	<b>US \$1,000</b>	<b>US \$2450.00 + IAF membership</b>	<b>US \$500 + IAF membership</b>
<b>Experience</b>	<b>30 sessions over prior 3 years</b> (10 session credit for CCFs and CPFs)	<b>7 sessions over prior 3 years</b>	<b>Minimum 7 sessions</b> Variety of facilitation experience in terms of clients, workshop type, length.	Variety of facilitation experience in terms of clients, workshop type, length, industry, complexity <ul style="list-style-type: none"> <li>Recertified at least once twice as a CPF</li> <li>Been CPF for a minimum of 8 years</li> <li>IAF engagement</li> <li>Teaching, writing, mentoring</li> </ul>
<b>Sponsor References</b>	<b>Minimum 5 organizations and 10 sponsors</b>	<b>3 different sponsors</b> (could be from same organization just different departments)	Client references required for each of the 7	<b>Not required</b>
<b>Degree of Proficiency</b>	<b>Grading system</b> Must score minimum 80% in all six competency areas.	<b>Grading system</b> Must score minimum 50% in all six competency areas.	<b>Evidence of proficiency</b> Focuses on demonstration of competencies in 18 sub competency area.	<ul style="list-style-type: none"> <li>IAF engagement</li> <li>Teaching, writing, mentoring</li> </ul>
<b>Written Assessment</b>	<b>30 questions</b> Candidates respond in writing to 30 questions related to the sub-competencies by giving examples from their experience.	<b>30 questions</b> Candidates respond in writing to 30 questions related to INIFAC’s sub-competencies by giving examples from their experience.	<b>Written application form</b> Candidate presents training attended, 7 workshops facilitated over prior 3 years and a Candidates provide narrative examples of a workshop describing on how they applied IAF core competencies in their work	<b>Written application form</b> Candidate presents 6 workshops over prior 6 years plus their experience from their career in support of the requirements for Master. Reviewed by 2 to 4 assessors
<b>Demonstration of Skills Assessment</b>	<b>Completed virtually</b> 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.	<b>Completed virtually</b> 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.	<b>Onsite and online assessment event</b> Candidate facilitates at a scheduled onsite or online assessment event, with 4 assessors and a process manager. Candidate undergoes 2 interviews, facilitates a 30 minutes demonstration and receives immediate and written feedback.	<b>Completed online</b> Candidate submits their application online. The application is reviewed by two or four assessors, with the option for an interview.
<b>Re-Certification</b>	<b>Every 3 years</b> <ul style="list-style-type: none"> <li>list of 15 facilitations and 3 references</li> <li>40 hours of personal development</li> <li>recertification fee US\$ 500</li> </ul> <b>After your first recertification, you no longer need to recertify and are a CMF® for life.</b>	<b>No Recertification</b> CCF™s 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.)	<b>Every 4 years</b> <ul style="list-style-type: none"> <li>document ongoing facilitation practice</li> <li>document personal development related to facilitation</li> <li>renewal fee is US\$400</li> </ul>	<b>Every 6 years</b> <ul style="list-style-type: none"> <li>document ongoing facilitation practice, as well as contribution to the development of the profession</li> <li>document personal development related to facilitation</li> <li>renewal fee is US\$500</li> </ul>