

Facilitator Certification Comparisons – Comparing CMF®, CCF®/CSF®, CPF and CPF/M

				
	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®/CSF® in order to earn the CMF® credential)	Professional facilitation "Indicates attainment of IAF core competencies and that those certified are qualified to design and provide professional group facilitation services."	Professional facilitation "Be recognised for shaping the field of facilitation"
Target Audience	Advanced facilitation with significant or moderate experience.	Competent/Skilled facilitators who aspire to basic level certification as they develop their competencies in facilitation towards becoming a CMF®.	Competent/Skilled facilitators with experience in the field.	Advanced Facilitators 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
Cost	US \$2,350	US \$1,000	US \$2,450 + IAF membership	US \$500 + IAF membership
Experience	30 sessions over prior 3 years (10 session credit for CCF®s/CSF®s and CPFs)	7 sessions over prior 3 years	Minimum 7 sessions Variety of facilitation experience in terms of clients, workshop type, length.	A Variety of facilitation experience in terms of clients, workshop type, length, industry, complexity • Recertified at least once • Been CPF for a minimum of 8 years • IAF engagement • Teaching, writing, mentoring
Sponsor References	Minimum 5 organizations and 10 sponsors	3 different sponsors (could be from same organization just different departments)	Client references required for each of the 7	Not required
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 Focuses on demonstration of competencies in 18 sub competency area.	• IAF engagement • Teaching, writing, mentoring
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.	Written application form 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.	Written application form 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
Demonstration of Skills Assessment	Completed virtually Candidate submits between 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 and online assessment event 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.	Completed online Candidate facilitates at Candidate submits their application online. The application is reviewed by two or four assessors, with the option for an interview.
Recertification	Annually <ul style="list-style-type: none"> Brief explanation of 10 facilitated engagements Response to 3 questions 20 hours of personal development Recertification fee US \$500 (Pay Forward fee \$200.00 contact INIFAC for details) 	Every 2 Years <ul style="list-style-type: none"> Brief explanation of 5 facilitated engagements Response to 3 questions 10 hours of personal development Recertification fee US \$150 	Every 4 years <ul style="list-style-type: none"> Document ongoing facilitation practice Document personal development related to facilitation Renewal fee is US\$400 	Every 6 years <ul style="list-style-type: none"> Document ongoing facilitation practice, as well as contribution to the development of the profession Document personal development related to facilitation Renewal fee is US \$500