



CAMP – IMI Certification Assessment

The applicant will undergo the following assessments:

I) One observed mediation (50% of Total Points) - An actual / mock mediation (face-to- face or virtual) with the assessor observing the applicant and providing inputs to the applicant. The observed mediation will be followed by a comprehensive post-mediation debrief by the assessor during which the applicant will be provided an oral evaluation of the skills demonstrated during the mediation.

This session will be recorded for debrief purposes.

Evaluation Criteria for Observed Mediation:

- a) Convening the mediation (5 points)
- b) Ability to create a comfortable, safe and collaborative environment (5 points)
- c) Demonstration of respect for self-determination of the parties (5 points)
- d) Understanding of mediator's role (5 points)
- e) Knowledge and application of mediation process (5 points)
- f) Use of empathy and other relational building skills (5 points)
- g) Demonstrating the importance of neutrality and impartiality (5 points)
- h) Demonstrating the concept of confidentiality (5 points)
- i) Communication skills related to gathering and relaying of information (5 points)
- j) Demonstrating mediator code of conduct (5 points)

NOTE: Applicants must score a minimum of 35 out of 50 points to qualify for the accreditation. Applicants who fail to score 35 will be provided another attempt to do so.

II) Self-Assessment questionnaire to be submitted after the observed mediation. This is a reflective journal entry where the applicant will be asked to self-evaluate his or her performance in the observed mediation.

This element is not graded, but is crucial to the next task – ‘Interview with the Assessor’. Therefore, applicants are instructed to write down their reflections and submit it to CAMP before the interview.



III) Interview with the Assessor (20%):

In this interview the assessor will focus on the reflective ability of the participant using the self-assessment questionnaire as a resource. Participants will be questioned on matters of:

(1) mediation ethics (10 points)

(2) commitment to building the mediation movement in his/her country (10 points)

NOTE: Applicants must score a minimum of 12.5 out of 20 points to qualify for the accreditation. Applicants who fail to score 12.5 will be provided another attempt to do so.

IV) Written Exam (30%)

- A) Participants will have to answer 10 questions Short Answer Questions (set by CAMP) for 2 points each. (Sample Question Paper attached). It's an open book test and participants may answer each question in not more than 150 words.

For each question, participants will be scored a point each for:

- 1) Originality and clarity
- 2) Understanding of theory / concept

- B) Participants will have to answer 10 Multiple-Choice Questions for 1 point each. (Sample Question Paper attached)

NOTE: Applicants must score a minimum of 22.5 out of 30 points to qualify for the accreditation. Applicants who fail to score 22.5 will be provided another attempt to do so.

- V) Three written peer reviews** to be submitted to CAMP. A peer review is similar to a written reference provided by colleagues who have worked with the applicant.

Conclusion:

Passing Criteria: In total, the participant would have to score a minimum of 70 points (keeping in reference the minimum points for tasks I, III and IV) out of 100 to qualify for the accreditation.

Participants will have to compulsorily complete tasks II and V and all the other formalities mentioned in the eligibility criteria.

Kindly check appeal policy document for further details.