

Supervised Practice Mediations

The **Qualified Mediator (Family)** designation recognizes member applicants who have completed sufficient training in mediation and related family dispute resolution to be qualified to practice as entry-level mediators in separation and divorce matters as they continue to learn while continuing to learn with a goal to becoming a **Chartered Mediator (Family)**.

This designation requires the mediator to have 140 hours of ADRIC-Accredited training, two years of experience working with families in a related context, to have conducted two *family solo or co-mediations* (paid or unpaid) where the applicant has clearly been the lead, and to have conducted one supervised and assessed practice *family mediation*, among other requirements. The supervisor) of the practice mediations must assess the candidate as having the ability to effectively run and manage the parties and the mediation process for a two-party mediation of basic-to-moderate complexity. The supervised practice mediation must be assessed by a Supervisor approved by the Regional Affiliate.

What is a “supervised practice family mediation”?

A supervised practice family mediation is a role-play or “mock” mediation involving family issues related to separation and divorce. It is to be at least one hour in duration and conducted solely by the Q.Med(Fam) candidate from start to finish. It may not be a co-mediation.

It will be observed by a **Supervisor/Assessor** (chosen from the Regional Affiliate’s roster of “approved supervisors” comprised of members in good standing, holding the C.Med(Fam)ⁱ designation).

The Assessor is asked to observe the entire mediation, debrief the applicant, complete the attached form and remit to the Regional Designation Assessment Committee.

ROLE-PLAYERS' RESPONSIBILITIES

Thank you for agreeing to participate as a role-player for this mock mediation. Please read carefully and sign this agreement in advance of the mock mediation.

- As a role-player you should be prepared and fully in role, knowing the facts and having developed some interests and back-stories to disclose about your character.
- Plan to play your role feeling quite strongly about your position and begin to move away from that position only if/when the Candidate demonstrates the skills to help you do that. Be realistic and not “over-the-top” in your acting.
- When you tell your opening story, speak in terms of positions, not interests.
- During the role-play, try to display emotions, resistance or anger at least once to give the Candidate an opportunity to deal with it.
- Strive to maintain balance between being too resistant and too compliant. Being unreasonably stubborn or positional is not helpful in allowing the Candidate to demonstrate skills, nor is displaying your interests and stories too obviously.
- Resist the temptation to do the work for the Candidate. It is important not to disclose information that they haven't worked for. Do not feel compelled to break silences or provide suggestions to move the role play along. If the Candidate asks a vague or confused question, react in a confused and puzzled way.
- If things are not working for your character during the role-play, it is appropriate to express (in role) your concerns of the moment.
- Be prepared, in role, to reflect back on the role play. Provide timely, authentic and helpful feedback – from the heart.

ROLE PLAYER'S PLEDGE

I understand all the points above.

I promise to read and become familiar with my role before the role play begins. I will not discuss it with others before the role play and will put it away before the role play starts.

I will act my part to the best of my ability and not overplay my role. I will respond in role to what's happening in the conversation. If something the other role player or the mediator says or does has an impact on my character, I will respond accordingly.

I will not try to “stump the mediator”.

I will stay in role and not make side-comments or crack jokes “out of role”.

I will be engaged, present and supportive, providing constructive feedback if requested.

Role-Player' names:

Signatures:

Date:

Supervised Mock Mediation Review Form

Name of Candidate:

Phone:

Email:

Name of Supervisor:

Date of Mock Mediation:

I am an Affiliate-Approved Supervisor/Assessorⁱⁱ

Instructions: Please have role-players read and sign the previous page, answer the following, then sign and forward directly to the Regional Affiliate.

PART 1:

Application of Family Mediation process & skills

1. Did you observe this Q.Med(Fam) candidate conducting a mock (role-play) mediation from start to finish (all stages/phases) of at least one hour in duration under your supervision?

[] Yes [] No

Comments:

2. Ability to establish and describe to the parties key mediation processes and ground rules, such as confidentiality, role of the mediator, caucussing and authority to settle.

[] Met or exceeded expectations [] Did not meet expectations [] Did not observe

Comments:

3. Ability to work with strongly felt ideas or values of the parties.

[] Met or exceeded expectations [] Did not meet expectations [] Did not observe

Comments:

4. Ability to deal with strong emotion.

[] Met or exceeded expectations [] Did not meet expectations [] Did not observe

Comments:

5. Ability to separate the mediator's personal views from issues under consideration.

Met or exceeded expectations Did not meet expectations Did not observe
Comments:

6. Ability to listen actively.

Met or exceeded expectations Did not meet expectations Did not observe
Comments:

7. Ability to work with the parties effectively to clearly get the facts, issues and perceptions out on the table.

Met or exceeded expectations Did not meet expectations Did not observe
Comments:

8. Ability to run the mediation process and treat the parties in a fair, all-partial, respectful, and dignified manner.

Met or exceeded expectations Did not meet expectations Did not observe
Comments:

9. Ability to ensure that all parties have an opportunity to participate in the process.

Met or exceeded expectations Did not meet expectations Did not observe
Comments:

10. Ability to uncover parties' needs and interests.

Met or exceeded expectations Did not meet expectations Did not observe
Comments:

11. Ability to assist the parties to make their own informed choices.

Met or exceeded expectations Did not meet expectations Did not observe
Comments:

12. Ability to assist the parties to evaluate their options effectively.

Met or exceeded expectations Did not meet expectations Did not observe
Comments:

13. Overall, did this candidate run an effective Family mediation process?

Yes No Not able to tell

Comments:

14. Overall, does the candidate have good communication and intervention skills?

Yes No Not able to tell

Comments:

15. Was the candidate able to manage the parties effectively such that the parties could focus and work on the issues in dispute?

Yes No Not able to tell

Comments:

16. Would you recommend this individual if a friend/family member needed a mediator for a moderately complex situation involving two parties?

Yes No Yes, but with reservations

Comments:

Based on the criteria set by the Designation Committee, would you recommend this candidate for a Qualified Mediator (Family) Designation?

Yes No

If no, could you recommend any specific ongoing mentoring or prescribe a determined number of co-mediations with an experienced family mediator?

Final comments and/or explanatory notes:

ⁱ As the C.Med(Fam) designation is new, C.Meds may be Supervisor/Assessors until a roster of C.Med(Fam) designation holders is available.

ⁱⁱ This form to be completed by Affiliate-Approved Roster Supervisor/Assessors only.