

The Assessor Team SouthWest



Irmtraud, Doris, Edith and Rita

Since 2008 Doris Schwab, Rita Geimer-Schererz and me, Edith Sauerbier, are working together in a team. We met first in the assessor's training with Marshall B. Rosenberg in summer 2008 in Stuttgart. There he asked us all to be assessors. We – our team - took his invitation and started to work together.

In this time there was a stop on certification because Marshall wanted to reorganize it and to guarantee a certain quality. In 2009 we started to develop a new kind of certification, until then it was a process that was accompanied by one assessor and pre-assessment and assessment were a situation one to one: one candidate and one assessor. Since 2010 we are recommending candidates to be CNVC certified trainers. We recommended the first new CNVC trainers after the stop in January 2010.

We experienced while being trainers and offering trainings that most of our students have a topic with power over according to exams. Most of them have made experiences in school, in education and at university in which they felt like being judged and evaluated.

We wanted to be the process of certification a dialogue and an experience of power with. Therefore we decided as one strategy to overcome the old paradigm to work in teams of three or more persons.

And we decided to create the mentoring- and assessment-days. I developed a concept for them that we shared first with the other German speaking assessor teams and then with the worldwide assessor community. Meanwhile it has become a practise all over the world. Only in some regions of the US there are still assessments that are designed as situations one to one.

The mentoring- and assessment-days are a chance to meet people on the same path. Not all will become certified trainers of CNVC one day but most of them are offering NVC trainings or are facilitating NVC practise groups. The most important part of the program in these days is the possibility for the candidates to offer an exercise. All - candidates and assessors - are taking part as participants in these sessions and afterwards there is time for feedback.

We like to support a culture of feedback among us in the trainer community that helps us to grow and to become more aware of how we are giving trainings. The feedback round takes normally twice

the time of the exercise because we give it from different perspectives: first as a participant who has experienced the exercise and second as trainer colleague.

We all are asked to give feedback based on the NVC principles: what are my observations? How did I feel? What needs were met or not? Do I have any request? And the candidate is invited to listen and to take in what is helpful for him or her.

To hold the group during these intensive work we assessors support each other. And for those who have made the pre-assessment before these days and fulfilled all criteria like diary, training days, feedback from certified trainers and so on this exercise is an important part of the assessment.

For us it is essential that it is done in a group as a representative for the worldwide NVC community. To be a trainer or to be an assessor is a service for the community, at least for the world. And it is one strategy to realize a world where all needs are seen and nourished so that no one and nothing is being harmed.

During the days we deal with several specific topics too: how do we understand ourselves as trainers? How to deal with challenging situations in trainings? How to balance our life lived with the intense sharing in NVC community and normal day life? How to nurture ourselves again and again to come from a consciousness of abundance? How to engage in the worldwide community? How to deal with limitations?

The exchange among us – candidates and trainers – is a dialogue on the same eye level because we are all students in ongoing experiences called life. We normally work in groups with maximum 12 candidates, sometimes up to 15 candidates to cover the expenses more easily.

In 2014 we agreed to have an apprentice: Irmtraud Kauschat joined our team and since 2017 we are now working in a team of four.

In Mallorca in 2016 all assessors worldwide met and we decided again that each candidate can choose his or her assessor team. This is the reason why our team is working with candidates from several countries now: German speaking candidates from Germany, Austria and Switzerland, candidates from Italy, Luxemburg, Kenia, Bosnia, Ukraine, Israel, Greece.

Since 2012 we offer once a year Mentoring- and assessment-days in English. And as things are going on and are developing we now are in contact and invited to several countries to hold mentoring-and assessment-days there. To cope with all of that we decided to come with 2 or 3 persons and not with the whole team.

In 2016 there were assessment-days in Kenia and to support our colleagues who were working there we used skype meetings. In January 2017 Doris and I were in Bosnia and we will go there again in December 2017. In January 2018 it is planned to come to Israel. In February we will be in Italy and maybe next summer in Hungary.

We understand our work as a support for regions to build up a NVC community. In the long term our aim is that there is an assessor team in each of the countries and we are willing to support this development with care, creativity and joy.

Our team is a part of the German speaking assessor's team, the worldwide education service team, the trainer community of CNVC and we are all working as trainers too.

Edith Sauerbier with Doris Schwab, Rita Geimer-Schererz, Irmtraud Kauschat