

CORE PW COMPETENCIES (2020)

Processwork is an awareness and signal based facilitation approach to human experience. It is an interdisciplinary and interactive method working with challenges of inner, relationship, group, organizational, community and daily life, and offers facilitation, feeling attitudes and skills for transformation and growth.

Processwork was developed by Arnold Mindell and is based in deep democracy. The first Research Society for Process-Oriented Psychology was founded in Switzerland in 1982. Currently there are Processwork Centres in many countries around the world, all of which are members of the International Association of Process Oriented Psychology (IAPOP).

Processworkers commit to developing and maintaining the following professional competencies:

Understanding and valuing human experience

- In individual, social, cultural, and historical contexts
- Using causal, teleological (meaning oriented or purposeful) and systemic perspectives
- Intrapsychic and relational experiences with self, other individuals, groups, and the world
- Perceiving all experience as an aspect of oneself
- Supporting the inherent wisdom of experience as the foundation of any facilitation process

Creating a working relationship with the client (individual, couple, group, team or organization, or community)

- Welcoming all aspects of the client's process
- Recognizing and engaging with a client's feedback arising in all forms of communication," verbal and non-verbal
- Having an awareness of one's own predominant communication style and cultural values, and valuing all cultural and communication styles and points of view

Recognizing and facilitating the client's process

- Cognitive as well as emotional
- On all levels of experience (everyday life experiences, the ones outside of our everyday identity and subtle ones)
- Through all modes of perception (visual, auditory, proprioceptive and movement) and in the relationship and world context
- Facilitating relationship between inner positions
- Engaging with the client's less known, marginalized experiences
- Using awareness of embodied experience as a means to reveal meaning and make it available as a resource

Valuing facilitator development and their momentary awareness

- Using momentary awareness including the facilitator's inner experience to facilitate the process
- Using self-awareness techniques to work with one's own difficult states, moods, biases, and emotions
- Viewing conflict, personal difficulties, and social challenges also as part of oneself and as a resource for personal growth and change

Committing to following ethical guidelines for professional practice

- Centering the client's wellbeing at all times
- Follow relevant ethical codes of conduct, applicable in the particular school and codes of ethics of helping professions in each country
- Building and maintaining professional knowledge
- Committing to ongoing study personal development and supervision
- Relating to peers and other professionals and seeing ones work in the context of a larger system of support